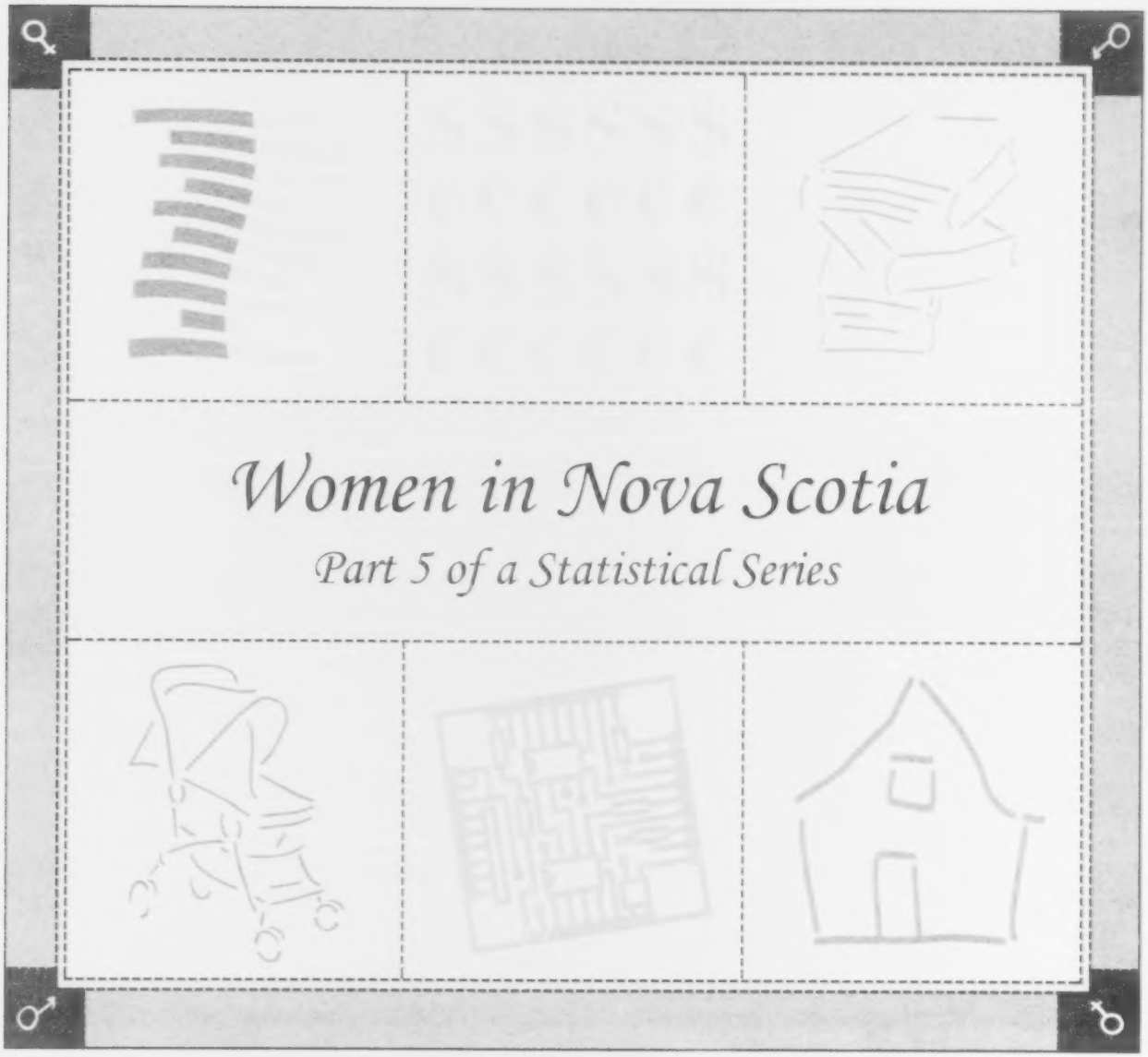
Women's Paid and Unpaid Work



Women in Nova Scotia

Part 5 of a Statistical Series

Nova Scotia Advisory Council
on the Status of Women

104-05711/

Women's Paid and Unpaid Work

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Nova Scotia Advisory Council
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Nova Scotia Advisory Council on the Status of Women, May, 2004

About the Council...

The Nova Scotia Advisory Council on the Status of Women was established by provincial statute in 1977. The Council's mandate under the Advisory Council on the Status of Women Act is to advise the Minister Responsible for the Status of Women and to bring forward the concerns of women in Nova Scotia.

The Council's work touches on all areas of women's lives, including...

- ♀ family life
- ♀ economics
- ♀ legal rights
- ♀ sexuality
- ♀ health
- ♀ education
- ♀ paid and unpaid work
- ♀ violence

Council pays close attention to the experiences of women who face barriers to full equality because of race, age, language, class, ethnicity, religion, ableness, sexual orientation, or various forms of family status.

We are committed to voicing women's concerns to government and the community through policy research, information services and community liaison. Working cooperatively with women and equality-seeking organizations, our mission is to advance equality, fairness and dignity for all women.

Acknowledgements

The Nova Scotia Advisory Council on the Status of Women gratefully acknowledges the assistance of the Nova Scotia Department of Finance (Statistics Division), the Nova Scotia Public Service Commission and the Government of Nova Scotia's Executive Council Office for sharing of data for this statistical report. Sincere thanks also goes out to all those who read and commented on earlier drafts of this document, including:

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Preface

The purpose of this statistical series is to meet the needs of a wide range of audiences for statistics describing the situation of women in Nova Scotia. Ready access to statistical information on important aspects of women's lives such as family, education, paid and unpaid work, income, and health meets many different needs. For instance, requests for statistical information make up a significant proportion of all requests for service made to our resource centre. Policy makers, educators, students, and many other individuals and organizations are frequent users of such information. Current statistical information is essential to provide advice to government about policies and programs that affect women.

In 1990, the Nova Scotia Women's Directorate published *Women in Nova Scotia: A Statistical Handbook*, a synthesis of facts and figures on women in Nova Scotia. The first edition of *Women in Nova Scotia* was an overwhelming success. Audiences ranging from government policy makers, women's organizations, educators, students, and the media made frequent and varied use of the materials. Due to the continuing high demand, a second edition of *Women in Nova Scotia* was released in 1995 with updated statistics and an easier-to-read format.

The current series, therefore, marks the third edition of *Women in Nova Scotia*. The change to a series rather than handbook format will allow for a greater frequency of publication. As with previous editions, this series has been designed to provide easy access to facts and figures about women in Nova Scotia. Considerable effort has been made to use the most up-to-date statistics available as well as to present data on the wide diversity of women in Nova Scotia, including younger women, older women, women of African descent and other racially-visible women, Aboriginal women, and women with disabilities whenever such data were available. The array of topics covered has now expanded to include a section on women's health, well-being and personal safety in addition to the sections on demography and family life, education, paid and unpaid work, and income/poverty that have been included in previous editions. Additionally, all sections of the current series will be made available in PDF format on the Advisory Council's website (http://www.gov.ns.ca/staw/). These changes and the resulting statistical series will appeal to an even wider audience and will be of use to many individuals and organizations.

Introduction

Over the past two and a half decades, there has been a dramatic increase in women's participation in the paid work force in Nova Scotia. In 2003, more than half of all Nova Scotian women aged 15 and over had paying jobs, a substantial increase from 36% in 1976. Men's participation in the paid work force, on the other hand, has decreased from 66% to 62% over the same period of time. Consequently, women comprised close to half of Nova Scotia's labour force in 2003, up from just over a third in 1976.

Increases in labour force participation of married women and women with children are especially dramatic. In 2003, two-thirds of women with very young children (aged 0-2 years) were employed, compared with only a quarter in 1976. In the majority of Nova Scotian husband-wife families, both partners now work for pay.

While women and men currently have quite similar labour force participation rates there are still important differences in the nature of women's and men's work. Women, for example, are much more likely than men to be working part-time. Women currently comprise 69% of all part-time workers in the province. Women, more than men, tend to be concentrated in relatively few occupational categories. Over 60% of all employed women in Nova Scotia are in clerical/administrative or sales/service occupations.

When making statistical conclusions about the population of Nova Scotia as a whole, it is important to consider its demographic make-up. In total, just over 10% of the province's female population (aged 15 and over) is made up of immigrant, Aboriginal, and racially visible women. According to the 2001 Census, 5.3% of Nova Scotia's female population is comprised of immigrant women, 1.9% are women of African descent , 1.4% are other racially visible women and 1.6% are women of Aboriginal identity. The population of Nova Scotia is comprised primarily of white, non-immigrant, non-Aboriginal and English speaking people. Statistical conclusions made about the overall population are more accurate in relation to the majority rather than to smaller groups within the population. Conclusions made about women in the overall population, therefore, may not necessarily apply to minority groups, eg., women of African descent, Francophone women, etc., with the same degree of accuracy. Care should be taken not to assume that the situation of all women in Nova Scotia is the same.

While the differences between the labour force situations of women and men are significant, so are labour force differences among diverse groups of the population. For example, lone-parent mothers, especially those with young children, are considerably less likely to be employed than are married mothers and, if employed, are substantially less likely to be working full-time. Unemployment rates of certain groups within Nova Scotia are particularly high, for example, those of recently immigrated women, men of African descent, Aboriginal men and women living on-reserve, and women and men with disabilities. For all of these groups, except newly immigrated women, educational disadvantage is a significant issue. Movement towards general equality must address the specific educational needs and work towards removing barriers to education for these groups.

Over the past 10 years, women in Nova Scotia have made some significant advancements in some traditionally male-dominated occupations such as senior managers, physicians, lawyers, and university professors. In other areas, such as trades and related occupations and in political life in Nova Scotia, women's representation remains stubbornly low.

Another significant difference in the paid work lives of women and men relates to their respective earnings. In 2001, Nova Scotian women who worked full-time earned, on average, 71.6 cents for every dollar earned by men working full-time. Among paid female employees in the province, 35% earned less than $10 per hour in 2003, compared to 22% of paid male employees. Factors contributing to pay differentials between women and men include the continued clustering of female employees in low-paying occupations and the fact that women tend to be over-represented amongst those working non-standard hours (part-time/part-year/temporary).

Another important factor contributing to the wage gap pertains to women's roles in the home. Comparisons between the earnings of single women and single men yield few differences but married women, who are still responsible for doing the majority of unpaid work in the home (eg., childcare, housework, and eldercare), are earning significantly less, on average, than married men.

Data from the 2001 Census reveal that women are spending significantly greater amounts of time doing housework and caring for children and seniors than are men. Women aged 25-44 are more than two and a half times as likely as men the same age to be spending over 60 hours per week caring for children. Women are more than three times as likely as men to be spending more than 60 hours per week doing unpaid housework. Finally, women are close to one and a half

times more likely than men to be spending over 10 hours per week providing care to seniors.

Women's continuing dual burden of work in and outside of the home clearly emphasizes the need for adequate childcare, family and caregiver supports and flexible workplace policies. Assisting women to successfully integrate their work and family responsibilities will help reduce the stress of work overload and role conflict experienced by increasing numbers of women in our society. Creating a positive culture at work by recognizing employees' commitments to family and community is widely supported and further progress in this area is desirable for women, men, and children alike.

Women comprise close to half of Nova Scotia's labour force.

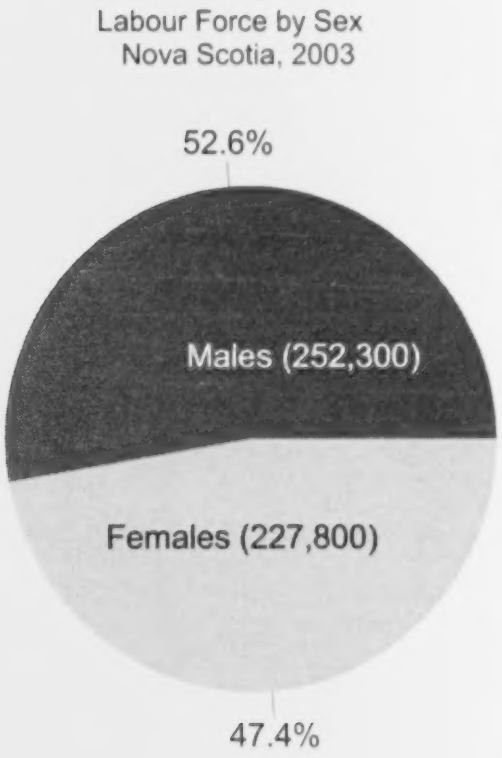

Figure 1.

- Nova Scotia's labour force, which includes both employed and unemployed persons, is made up almost equally of women and men.
- In 2003, women comprised 47.4% of Nova Scotia's labour force while men comprised 52.6%.

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Over the last quarter century, the percentage of women employed in Nova Scotia has increased substantially.

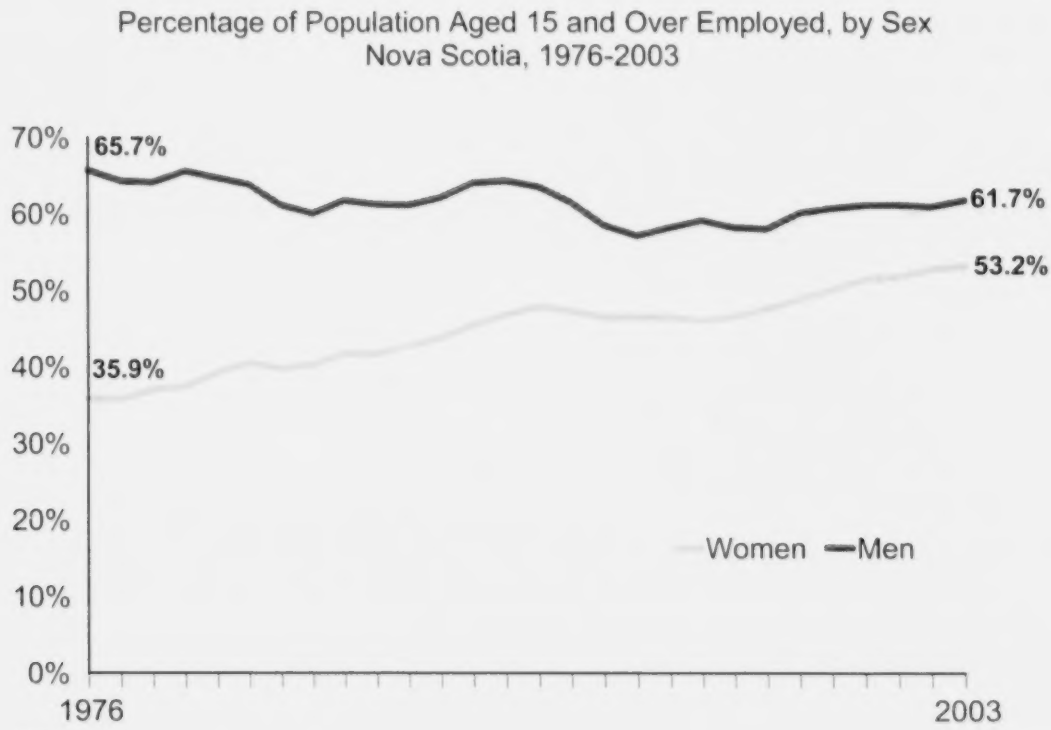

Figure 2.

- Between 1976 and 2003, the percentage of Nova Scotian women employed increased from 35.9% to 53.2%.
- Over the same period of time, the percentage of men employed in the province declined from 65.7% to 61.7%.
- While there was a difference of 30 percentage points between the employment rates of men and women in 1976, the difference in 2003 was only 8.5 percentage points.

Women in Nova Scotia have had lower unemployment rates than men since the early 1990s.

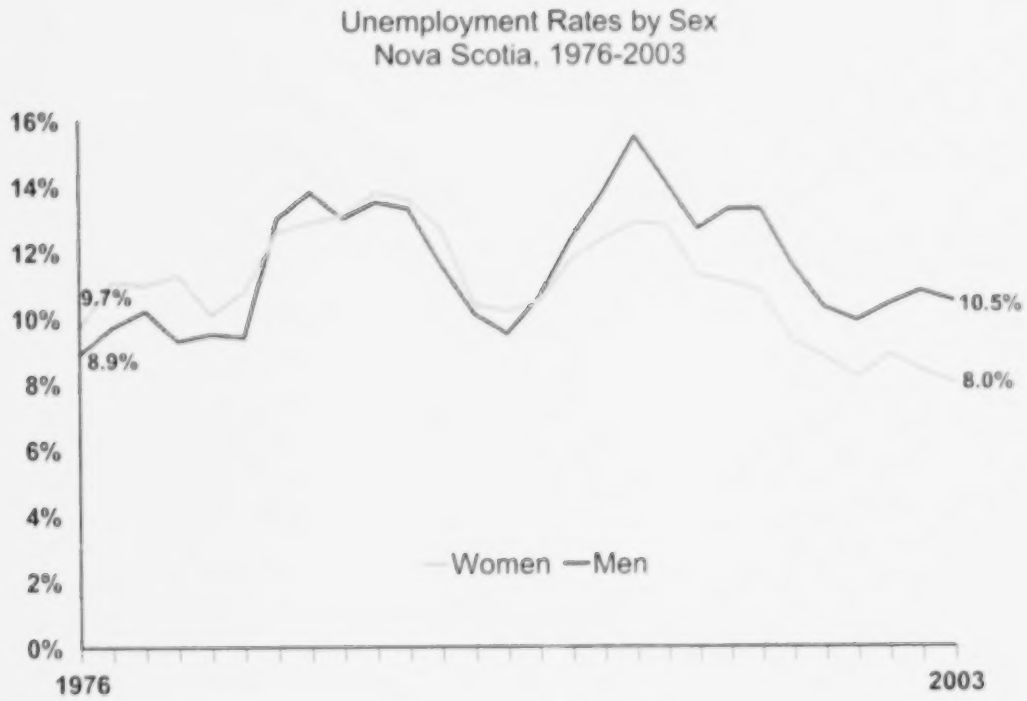

Figure 3.

- While unemployment rates in the province have varied for both women and men over the last quarter century, women's unemployment rates have consistently been lower than men's since the early 1990s.
- Over the last quarter century, men's unemployment rates have ranged from a low of 8.9% in 1976 to a high of 15.5% in 1993.
- During the same period of time, women's unemployment rates have ranged from a low of 8.0% in 2003 to a high of 13.8% in 1985.

Women's and men's unemployment rates vary considerably by age.

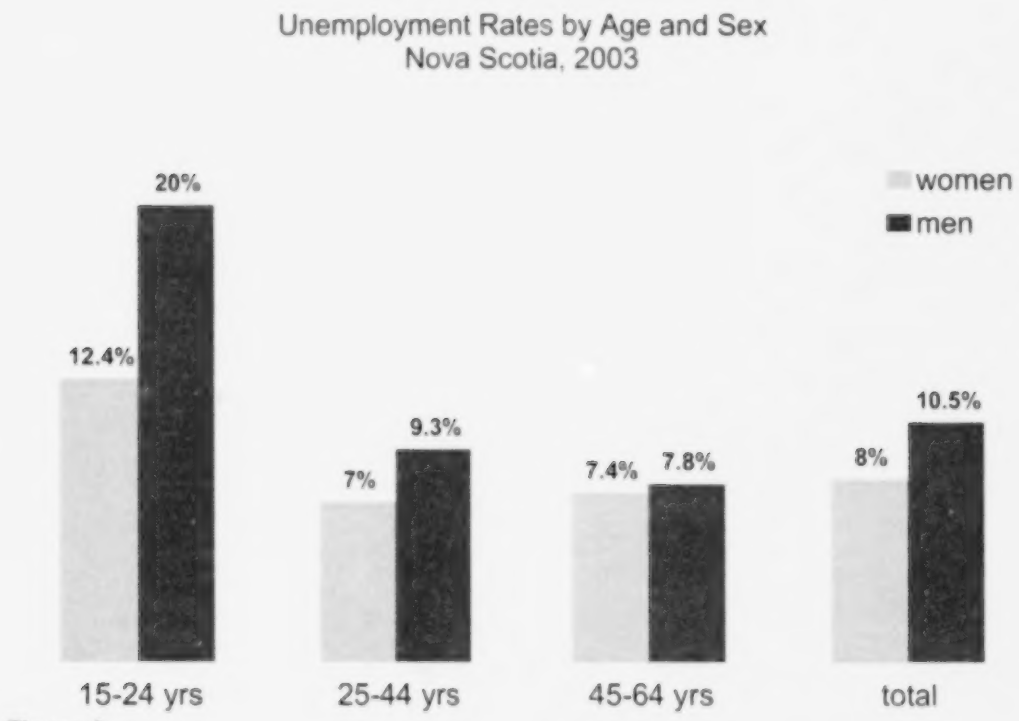

Figure 4.

- In general, unemployment rates for people under the age of 25 are substantially higher than for those aged 25 and over.
- While women in Nova Scotia have lower unemployment rates than men across all age groups, the difference in men's and women's unemployment rates is particularly noticeable for those aged 15-24.
- In 2003, men aged 15-24 had an unemployment rate of 20% while women of the same age had a rate of 12.4%.

Women comprise the vast majority of those employed part-time in Nova Scotia.

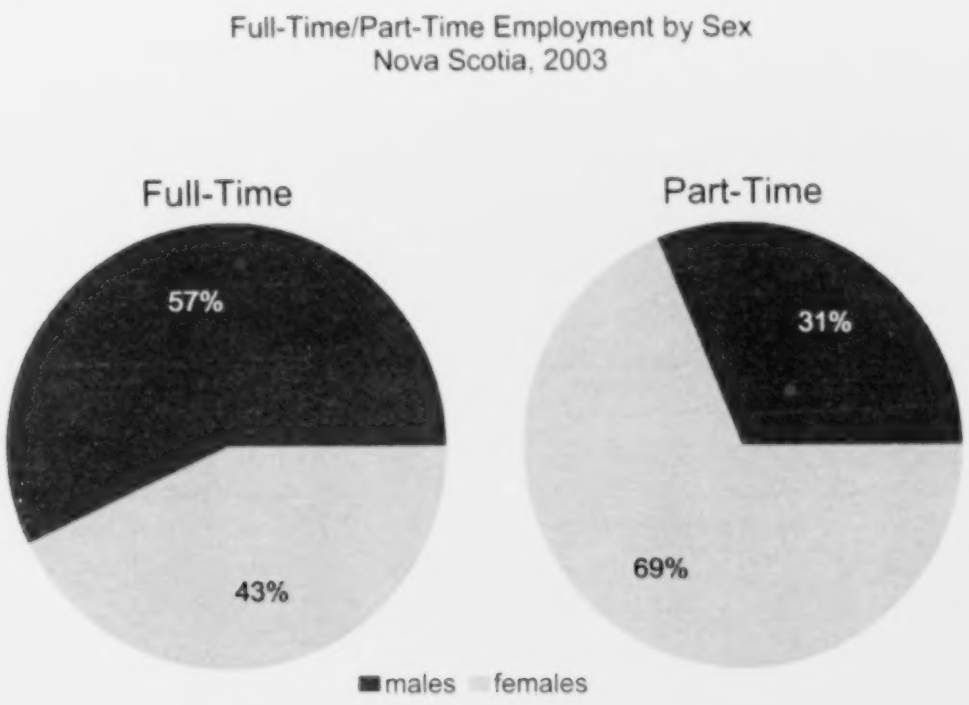

Figure 5.

- While women in Nova Scotia make up close to half of the labour force overall, they are slightly under-represented among full-time workers and are very much over-represented among those who work part-time.
- In 2003, women comprised 43% of full-time workers and 69% of part-time workers in the province.
- Factors such as family responsibilities, personal preference, and inability to find full-time work play a major role in the decision to work part-time.

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Like its population, Nova Scotia's labour force is aging.

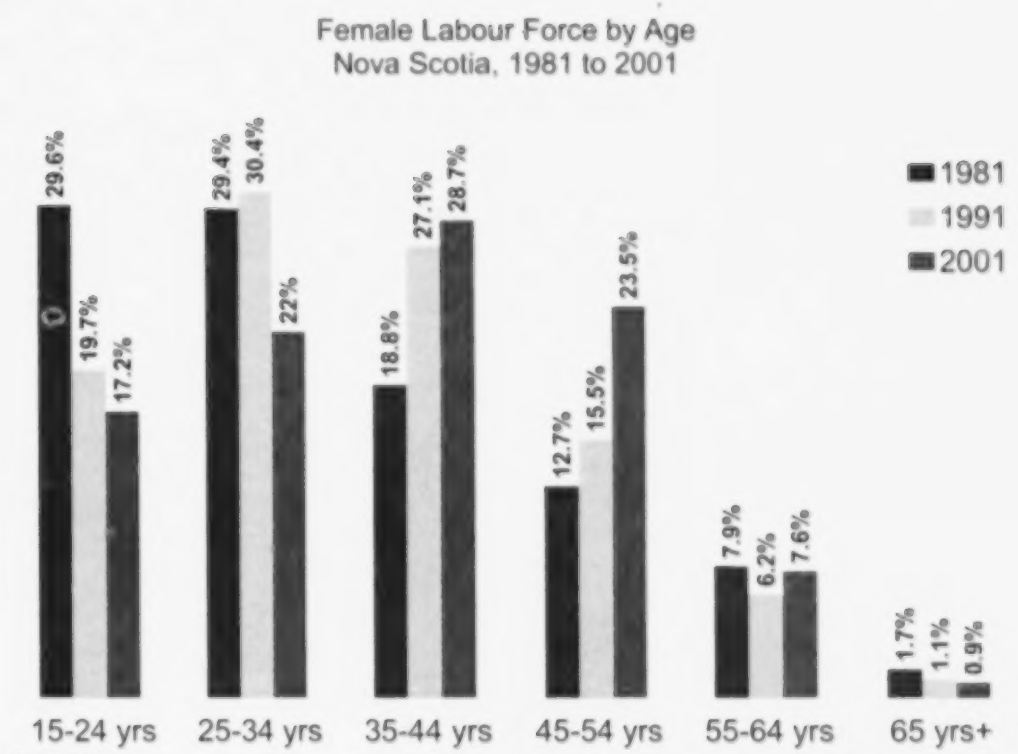

Figure 6.

- Nova Scotia's population is aging due to factors such as decreased fertility and increased life expectancy.
- Female workers between the ages of 25 and 54 currently comprise three-quarters of Nova Scotia's female labour force.
- In the 20-year period from 1981 to 2001, the proportion of female workers aged 15-34 declined by 20 percentage points while the proportion of female workers aged 35-54 increased by 20 percentage points.

Higher educational attainment is associated with higher employment rates, especially for women.

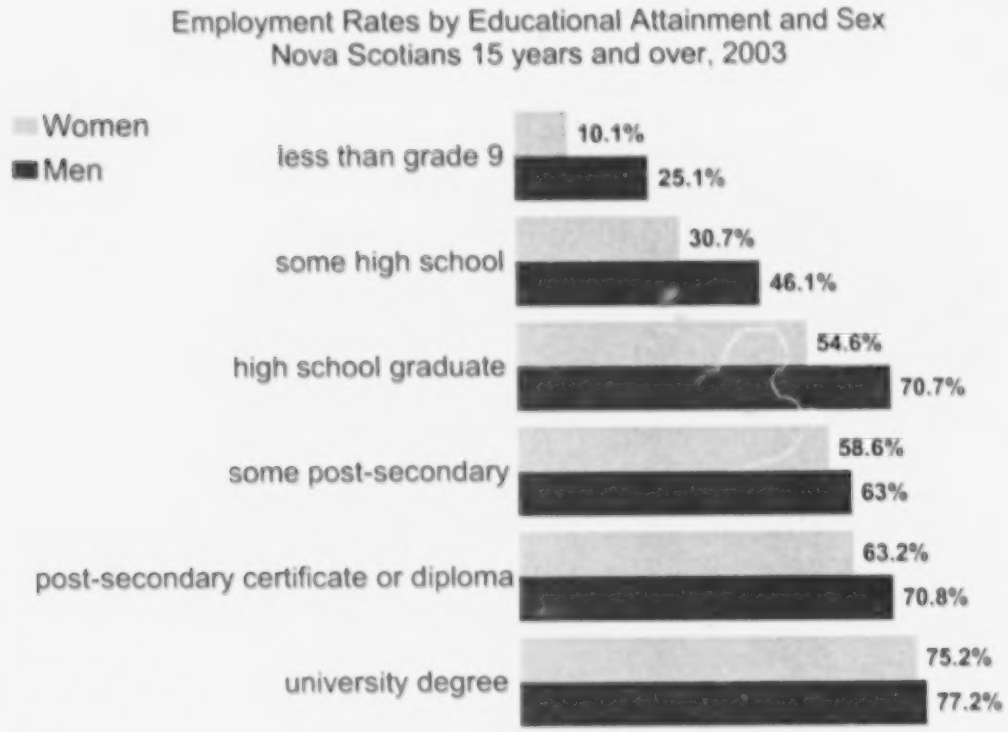

Figure 7.

- While higher educational attainment is linked to higher employment rates for both women and men, this is especially the case for women.
- Men with lower levels of education (high school or less) have considerably higher employment rates than women with comparable levels of education.
- Women and men with higher levels of education, on the other hand, have very similar employment rates.

In more than half of male-female couple families in Nova Scotia, both spouses/partners are employed.

Distribution of Earners in Couple Families
Nova Scotia, 1976 and 2002

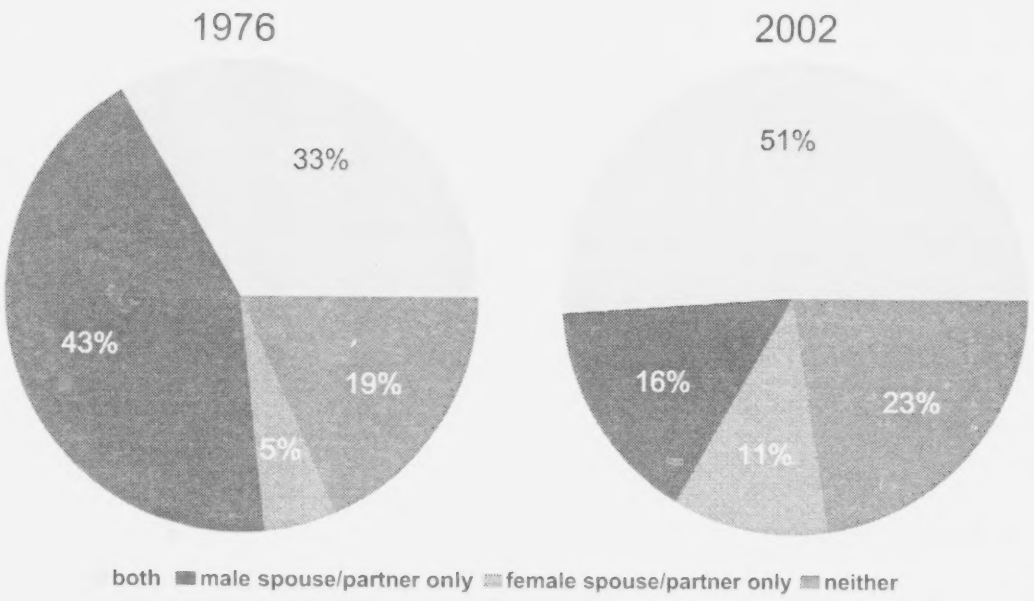

Figure 8.

- Between 1976 and 2002, the percentage of couple families where the male spouse/partner was the sole provider declined from 43% to 16%.
- Conversely, the percentage of families where the female spouse/partner was the sole earner increased from 5% to 11% in the same time frame.
- Families where both spouses/partners are employed now make up more than half (51%) of all couple families in the province, up from 33% in 1976.

In more than half of male-female couple families in Nova Scotia, both spouses/partners are employed.

Distribution of Earners in Couple Families
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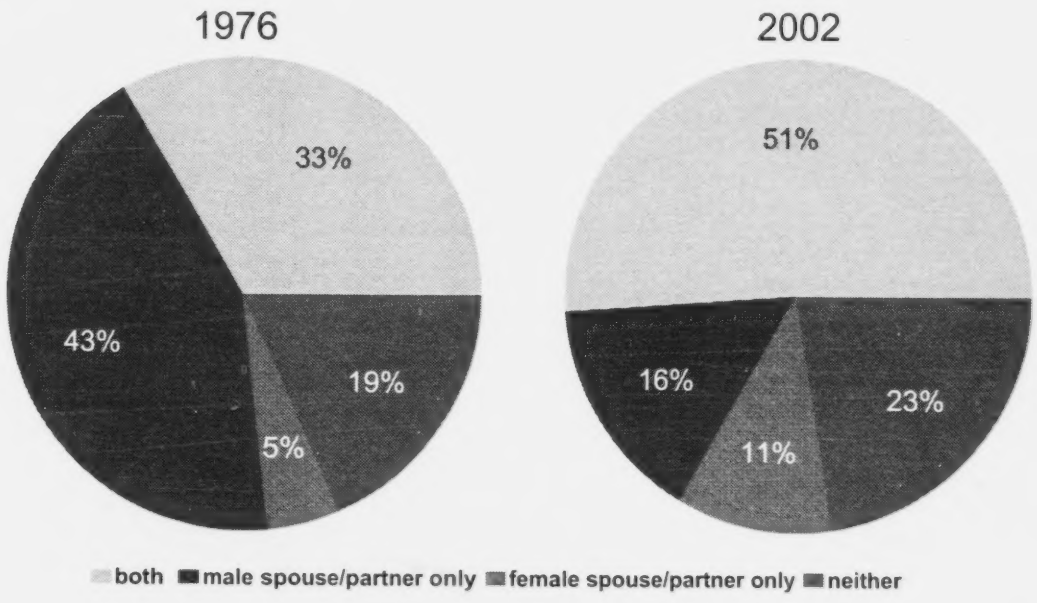

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Employment rates of women with children have increased tremendously over the last quarter century.

Employment Rates of Women by Age of Youngest Child
Nova Scotia, 1976-2003

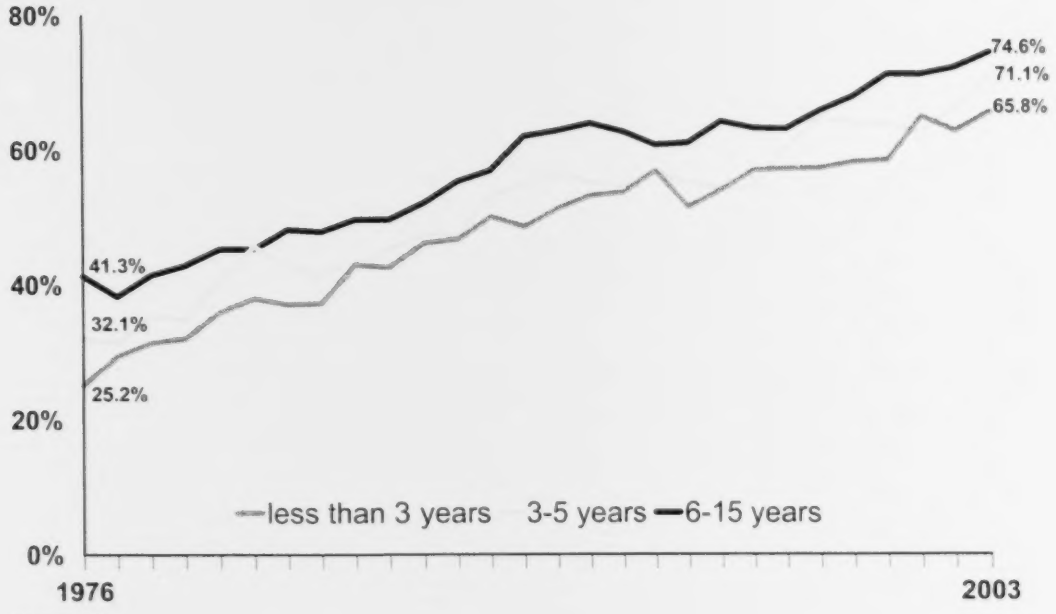


Figure 9.

- Changes in the labour force participation of women with children over the last quarter century have been phenomenal.
- Though there is some variation, depending on the age of their children, the majority of women with children are now employed.
- Women with very young children (under age 3) have shown the steepest increases in employment rates. Currently, 65.8% of women with children under 3 are employed, compared to only 25.2% in 1976.

The labour force participation rates of female lone parents have also increased substantially in recent years.

Labour Force Participation Rates of Mothers with Children under 16
by Family Status - Nova Scotia, 1976-2003

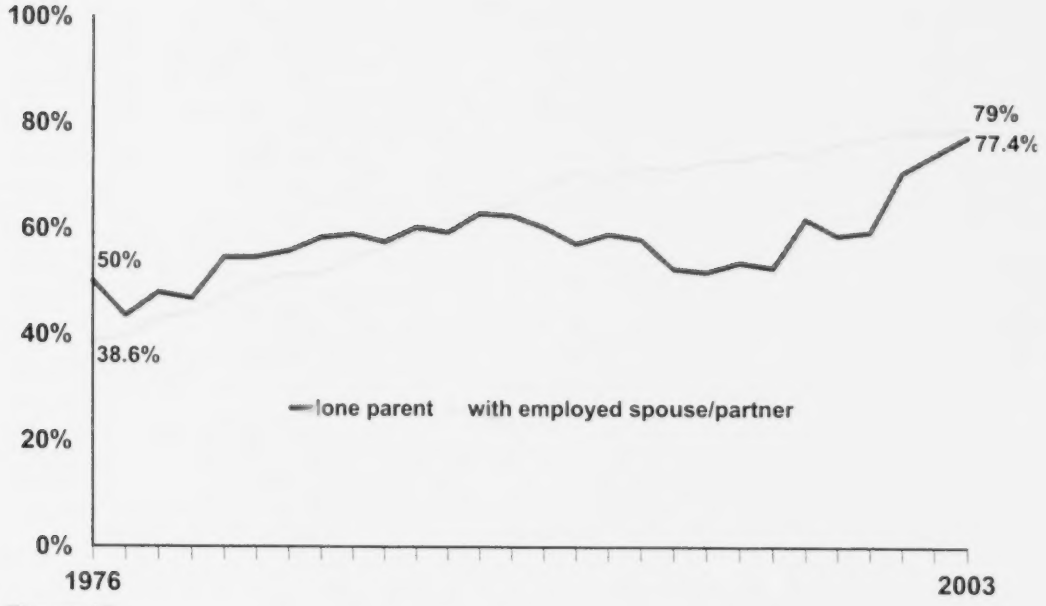


Figure 10.

- There has been considerably more variability in the labour force participation of lone parent mothers than there has been for mothers who have an employed spouse/partner.
- Until the mid-80s, the labour force participation rates of female lone-parents were somewhat higher than those of married mothers.
- Throughout much of the 1990s, however, married mothers' labour force participation rates continued to climb steadily while those of lone parent mothers remained at a stand-still.
- The labour force participation rates of married and lone-parent mothers are now very similar due to a sharp increase in lone mothers' labour force participation since the late 1990s.

Lone parent mothers with young children have different employment patterns than married mothers with young children.

Employment of Mothers with Children by Family Status
Nova Scotia, 2001

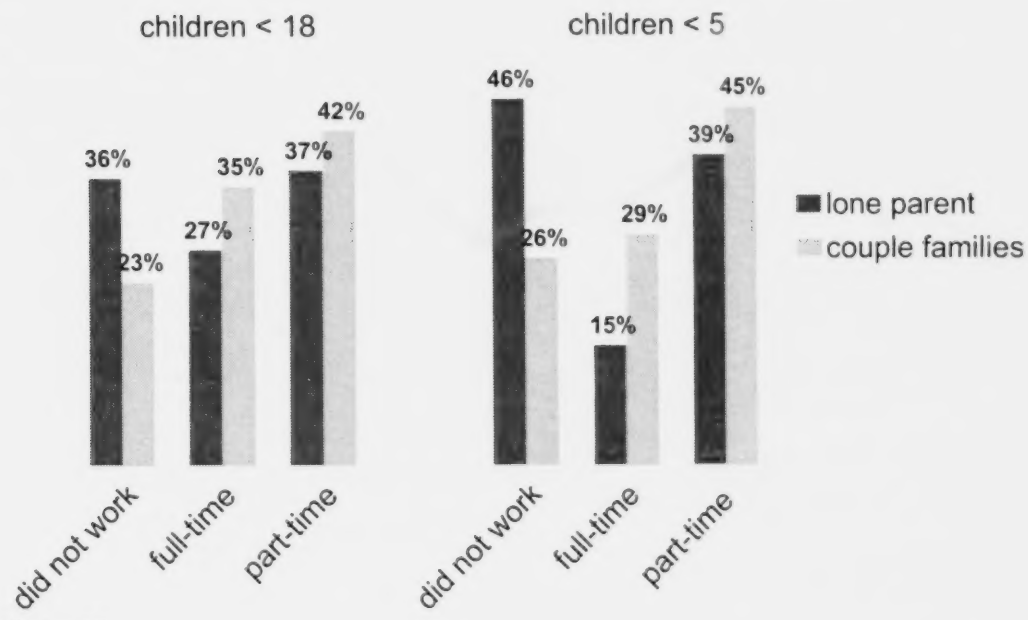


Figure 11.

- Lone-parent mothers, especially those with young children (under age 5), have substantially different employment patterns than married mothers with young children.
- Lone-parent mothers are considerably less likely to be employed than married mothers, and, if employed, are substantially less likely to work full-time.
- Factors such as the availability and cost of childcare, and the educational disadvantage of some lone-parent mothers contribute significantly to these employment differences.

Single mothers and those in common-law relationships have considerably lower levels of education than married mothers.

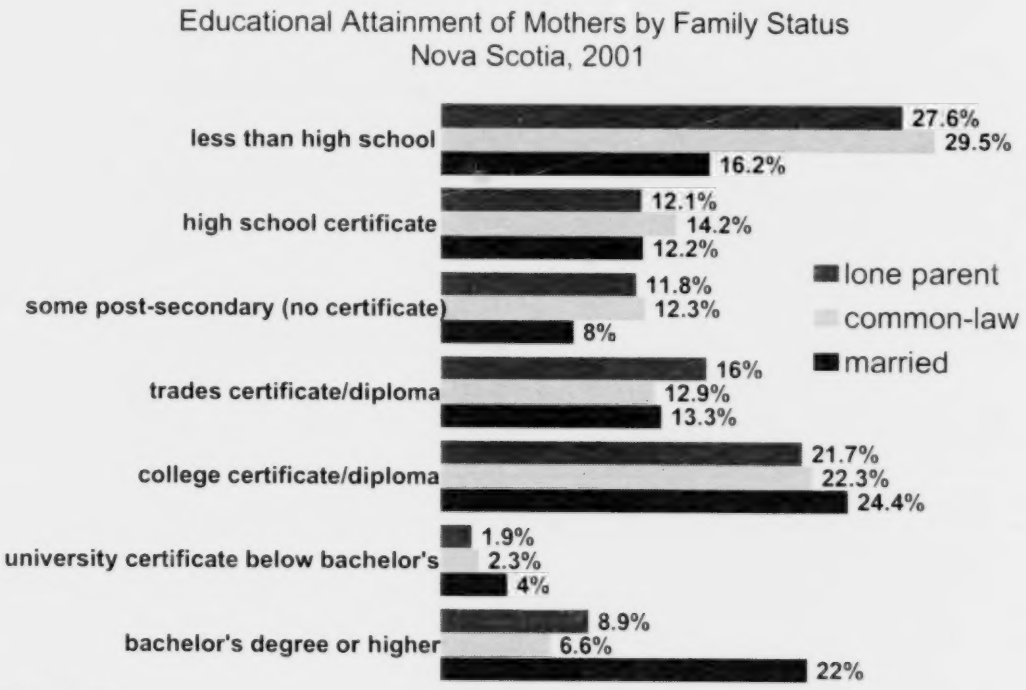


Figure 12.

- There is considerable variation in the educational attainment of mothers depending on their family and marital status.
- In comparison to married mothers, single mothers[1] and mothers in common-law partnerships have considerably lower educational attainment.
- 27.6% of single mothers and 29.5% of common-law mothers have not graduated from high school compared to only 16.2% of married mothers.
- 8.9% of single mothers and only 6.6% of common-law mothers have a university degree compared to 22% of married mothers.

Immigrant Women and the Labour Force

Labour Force Participation Rates, Immigrant Status and Gender
Nova Scotia, 2001

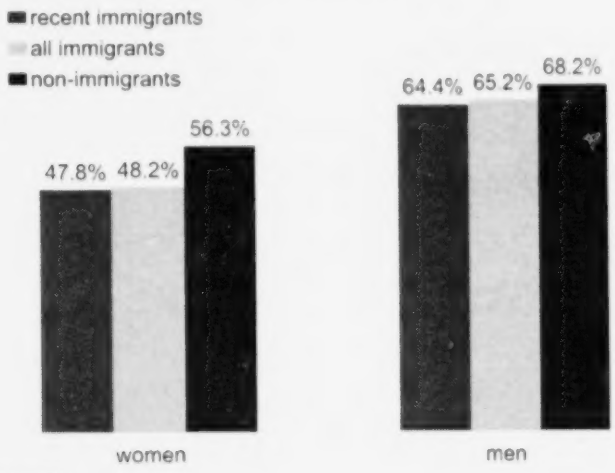


Figure 13.

- Immigrant men and non-immigrant men have relatively comparable labour force participation rates.
- Immigrant women's labour force participation rates are somewhat lower than non-immigrant women's.

Unemployment Rates, Immigrant Status and Gender
Nova Scotia, 2001

- Unemployment rates of immigrant men, even those recently immigrated, are slightly lower than those of non-immigrant men.
- Recently immigrated women, on the other hand, have much higher unemployment rates than non-immigrant women.

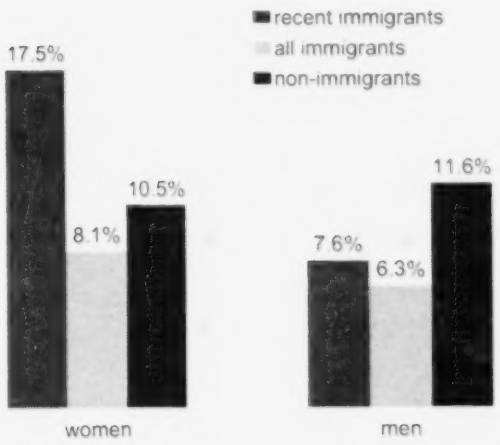


Figure 14.

Immigrant women have high levels of education.

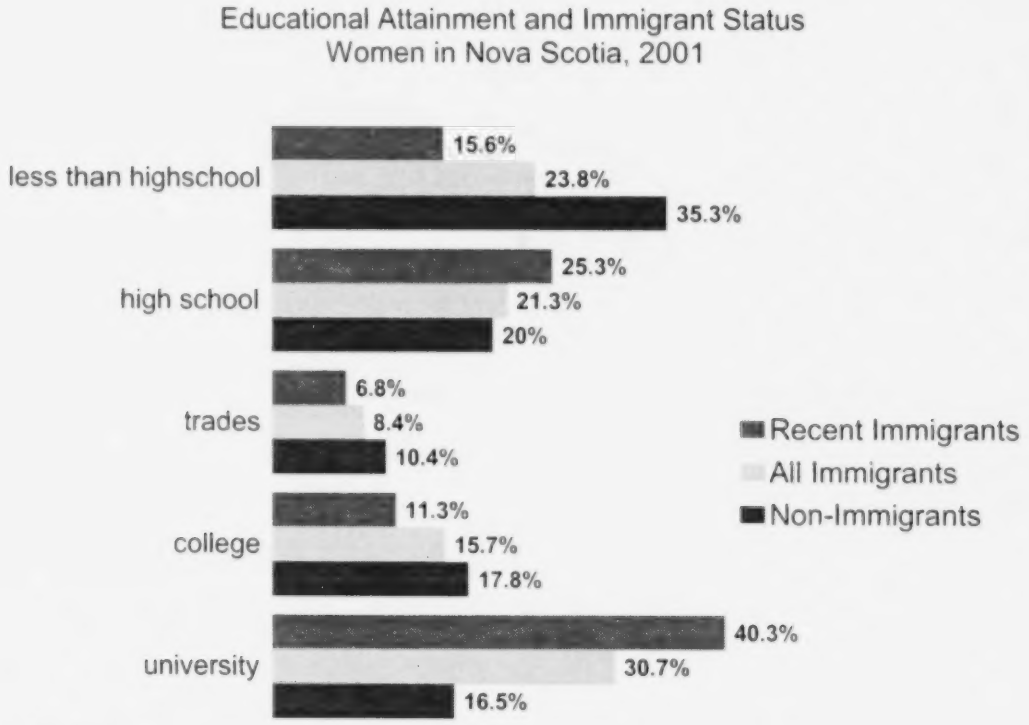


Figure 15.

- Immigrant women are considerably less likely than non-immigrant women to have low levels of education. 24% of immigrant women and only 16% of recently immigrated women have less than a high school education, compared to 35% of non-immigrant women in the province.

- Immigrant women, especially those who have immigrated recently, on the other hand, are considerably more likely to have a university education than non-immigrant women in Nova Scotia. Over 40% of recently immigrated women have university levels of education compared to 16.5% of non-immigrant women in the province.

Ethnicity and the labour force

Labour Force Participation Rates, Ethnicity and Gender
Nova Scotia, 2001

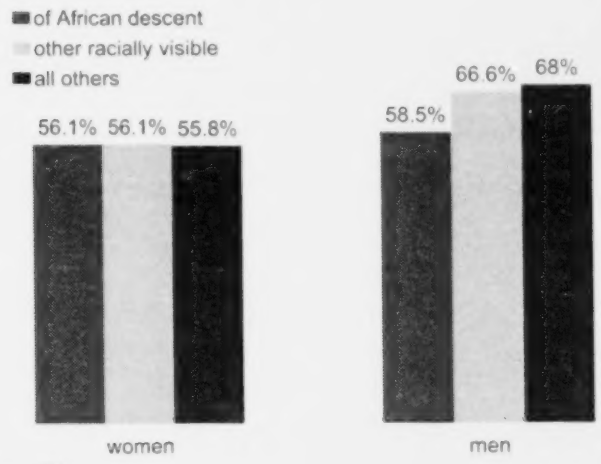


Figure 16.

- Labour force participation rates for women of African descent, other racially visible women, and all other women in Nova Scotia are quite similar.
- Men of African descent have labour force participation rates that are 10 percentage points lower than non-racially visible men.

Unemployment Rates, Ethnicity and Gender
Nova Scotia, 2001

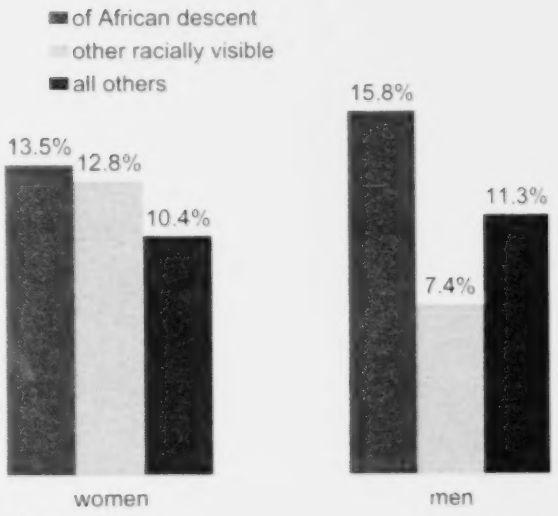


Figure 17.

- Unemployment rates of women of African descent and other racially visible women are slightly higher than those of non-racially visible women.
- Men of African descent in Nova Scotia have higher unemployment rates than either other racially visible men or non-racially visible men.

The educational levels of Nova Scotians of African descent are slightly lower than the educational levels of non-racially visible Nova Scotians.

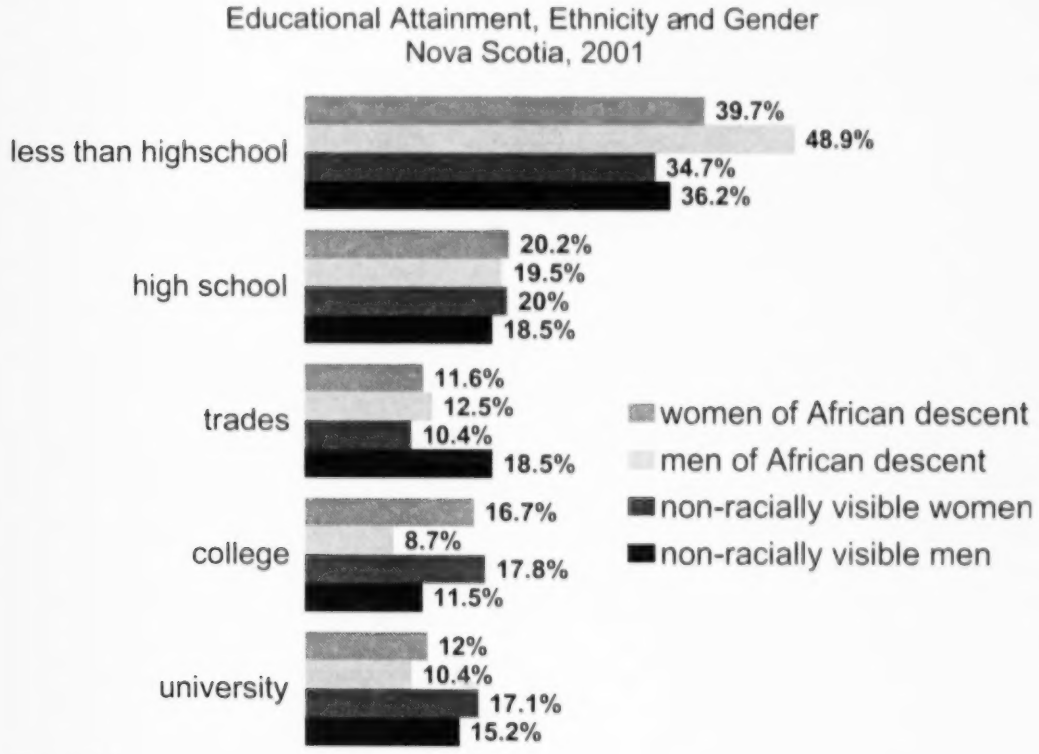


Figure 18.

- The most noticeable differences in the educational attainment of Nova Scotians of African descent compared to non-racially visible Nova Scotians are among those with relatively low or relatively high levels of education.

- A significantly greater proportion of men of African descent in Nova Scotia have less than high school levels of education compared to non-racially visible men (48.9% versus 36.2%). The proportion of women of African descent with less than high school is only slightly greater than for non-racially visible women (39.7% versus 34.7%).

- Non-racially visible women and men are slightly more likely to have university levels of education than are women and men of African descent.

Aboriginal identity and the labour force

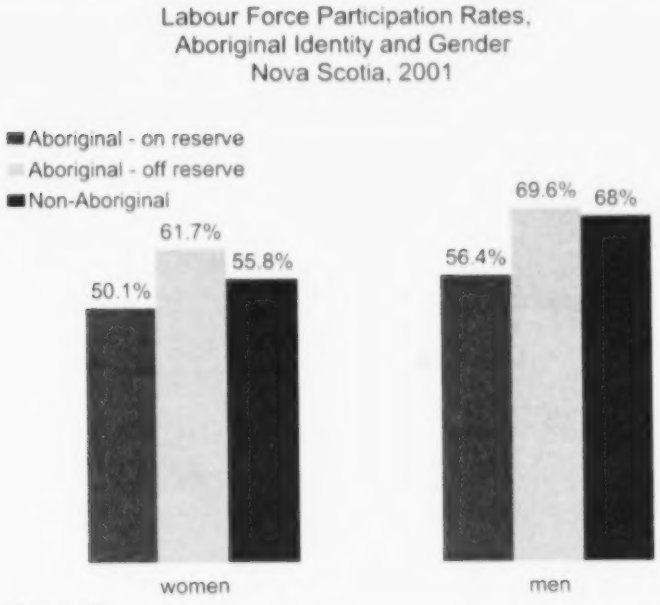


Figure 19.

- The labour force participation rates of Aboriginal women and men living off-reserve are slightly higher than those of non-Aboriginal women and men[2].
- Aboriginal women and men living on-reserve, however, have substantially lower labour force participation rates.

- Aboriginal men and women have significantly higher unemployment rates than non-Aboriginal men and women. This is especially the case for Aboriginal women and men living on-reserve, whose unemployment rates are 2 ½ to 3 times higher than those of non-Aboriginal women and men, respectively.

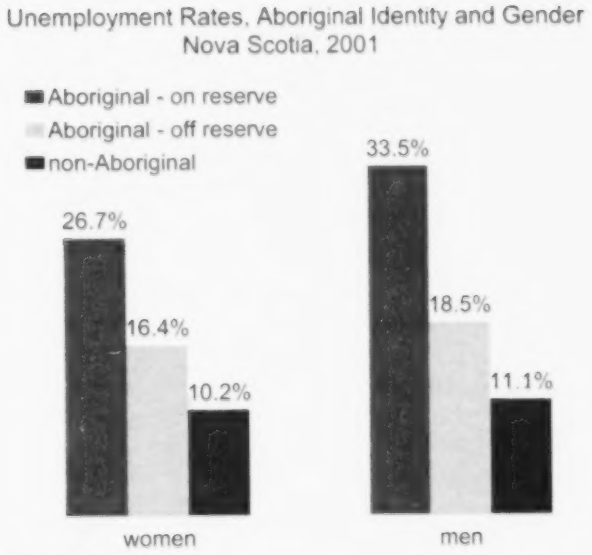


Figure 20.

Aboriginal women living on-reserve have somewhat lower levels of education.

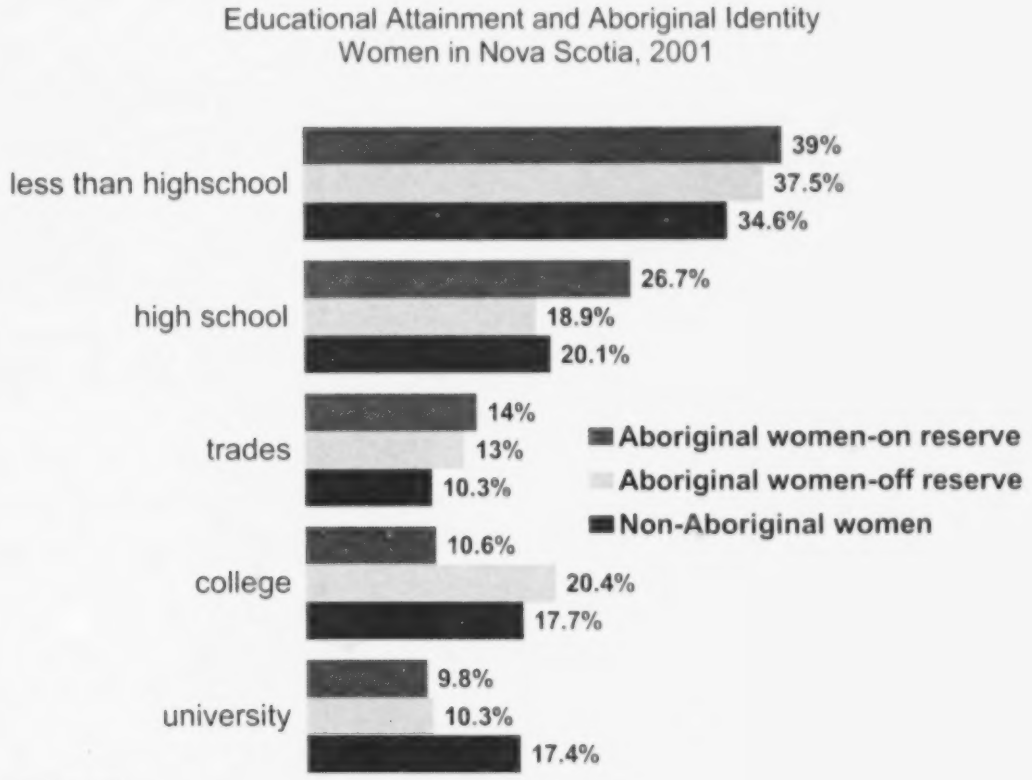


Figure 21.

- Two-thirds (65.7%) of Aboriginal women living on-reserve have a highschool education or less compared to 56% of both Aboriginal women living off-reserve and non-Aboriginal women.

- Both Aboriginal women living on-reserve as well as those living off-reserve are somewhat less likely to have university levels of education than non-Aboriginal women.

- Aboriginal women living off-reserve are more likely to have college degrees/certificates than either Aboriginal women living on-reserve or non-Aboriginal women.

Women and men with disabilities have lower labour force participation rates.

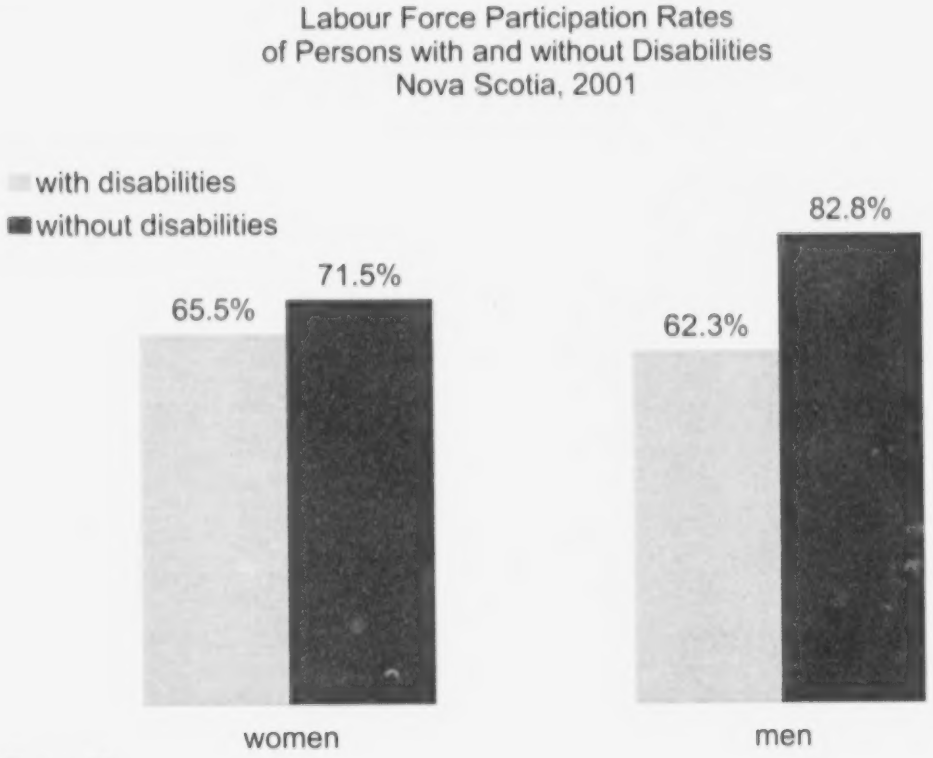


Figure 22.

- Women and men with disabilities have substantially lower labour force participation rates than do non-disabled women and men.
- The difference between the labour force participation rates of men with and without disabilities is particularly great.
- Men with disabilities have a labour force participation rate that is 20 percentage points lower than that of men without disabilities while women with disabilities have rates that are 6 percentage points lower than that of women without disabilities.

Women with disabilities have very high unemployment rates.

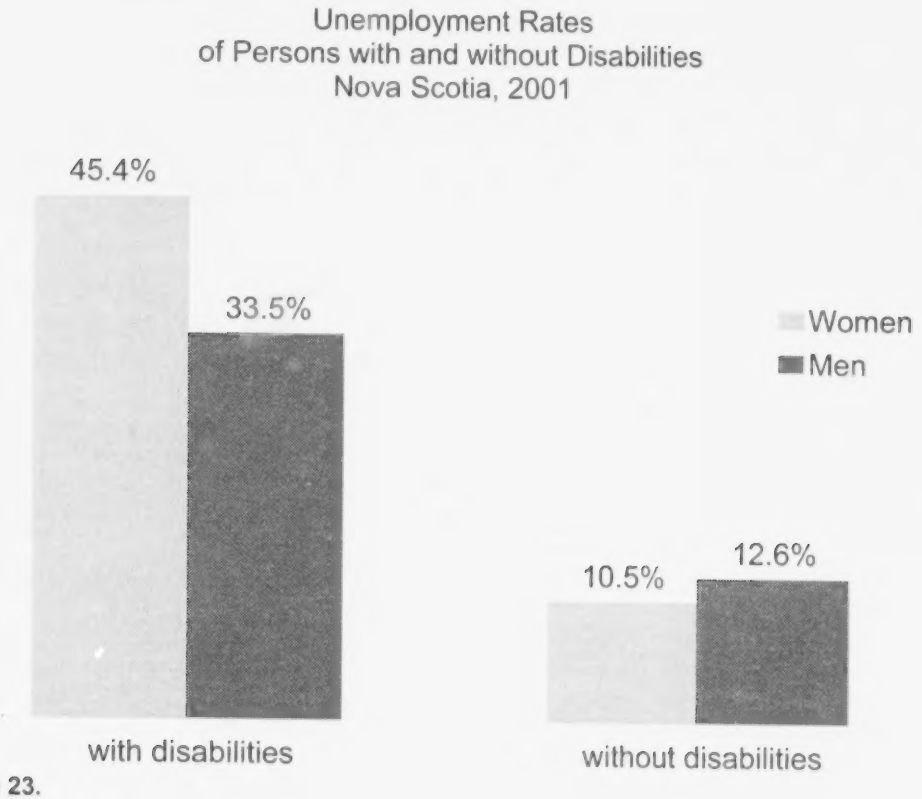


Figure 23.

- While both women and men with disabilities have higher unemployment rates than do women and men without disabilities, rates for women with disabilities are particularly high.
- In 2001, Nova Scotian women with disabilities had an unemployment rate of 45.4%, compared to only 10.5% for women without disabilities.
- Women with disabilities are close to 4 and a half times more likely to be unemployed than are women without disabilities in Nova Scotia.

Persons with disabilities are educationally disadvantaged.

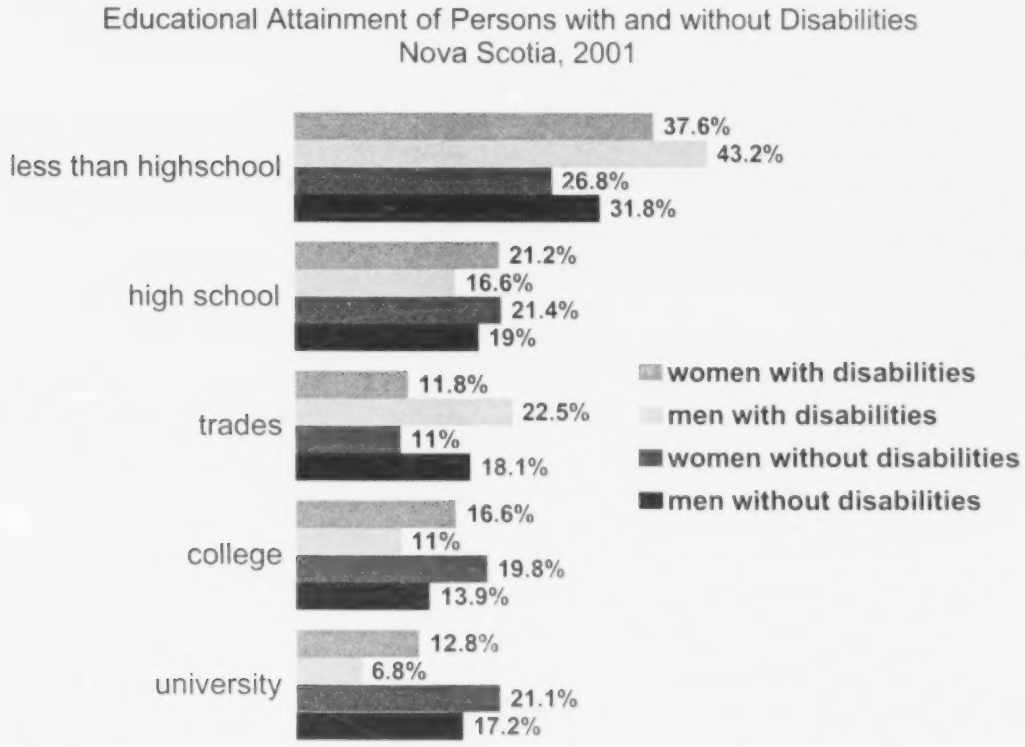


Figure 24.

- Women and men with disabilities are substantially more likely than non-disabled women and men to have less than high school levels of education.
- 43% of men with disabilities and 38% of women with disabilities have not completed high school.
- Women and men with disabilities are much less likely to have university levels of education than non-disabled women and men. 13% of women with disabilities and only 7% of men with disabilities are university graduates.

Increasing numbers of women in Nova Scotia are self-employed.

Self-Employment by Sex
Nova Scotia, 1976-2003

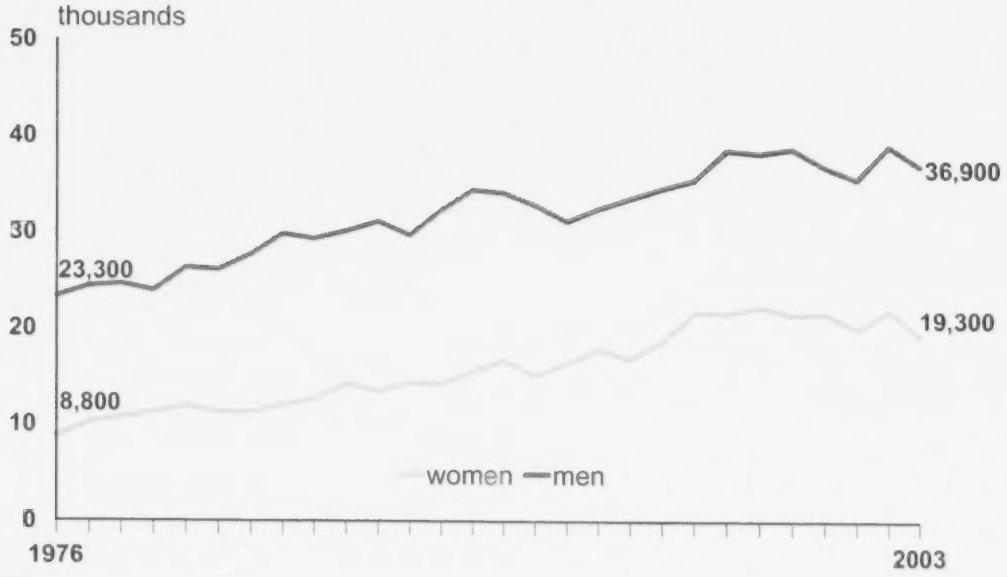


Figure 25.

- The number of women and men in Nova Scotia who are self-employed is on the rise.
- In 1976, 8,800 women in the province were self-employed. By 2003, this number had risen to 19,300.
- In 2003, 9.2% of employed women and 16.3% of employed men in Nova Scotia were self-employed.
- In 2003, women comprised 34.3% of self-employed persons in the province.

More than half of employed women are in clerical/administrative and sales/service occupations.

Occupational Distribution by Sex
Nova Scotia, 2002

	Women	Men	Women as % of total in occupation
Senior Management	.3%	.5%	33.3%
Other Management	5.9%	9.7%	36.1%
Professional	26.7%	20.1%	55.4%
Clerical and administrative	23.3%	7.1%	75.5%
Sales and service	37.5%	21%	60.4%
Primary	1.1%	6.9%	13%
Trades	1.6%	26.5%	5.5%
Manufacturing	3.5%	8.1%	28.6%

Table 1.

- In comparison to men, women are concentrated in relatively few occupational categories.
- 61% of women in the province are in clerical/administrative and sales/service occupations.
- Another 33% of women are in professional occupations and management positions.
- Women are most under-represented in trades and occupations in primary industry.

Women are showing gains in many occupational categories in Nova Scotia[3].

Occupation	% Women	
	1991	2001
Management Occupations	25.3%	33.6%
Senior management	15.8%	24.0%
Business/Finance/Administrative Occupations	72.0%	71.5%
Professional occupations in Business/finance/administration	33.2%	47.3%
Secretaries	99.2%	98.7%
Clerical occupations	70.0%	71.1%
Natural and Applied Sciences and Related Occupations	10.7%	15.9%
Health Occupations	80.3%	78.5%
Diagnosing and treating occupations in health such as physicians, dentists, and chiropractors	42.6%	49.8%
Nurse supervisors and RNs	98.0%	95.2%
Technical occupations in health	73.9%	71.5%
Assisting/support occupations in health	88.2%	86.3%
Occupations in Social Sciences, Education, Government Service, and Religion	49.4%	58.2%
Secondary and elementary school teachers and educational counsellors	62.0%	65.2%
Occupations in Art, Culture, Recreation, Sport	47.4%	50.2%
Sales and Service Occupations	41.8%	47.2%
Trades, Transport, and Equipment Operators and Related Occupations	2.8%	3.3%
Occupations Unique to Primary Industry	10.1%	11.2%
Occupations unique to Processing, Manufacturing, and Utilities	21.5%	24.5%

Table 2.

Women are working longer hours for pay than they used to.

Average Hours Worked for Pay per Person per Year by Sex
Canada, 1979 - 2000

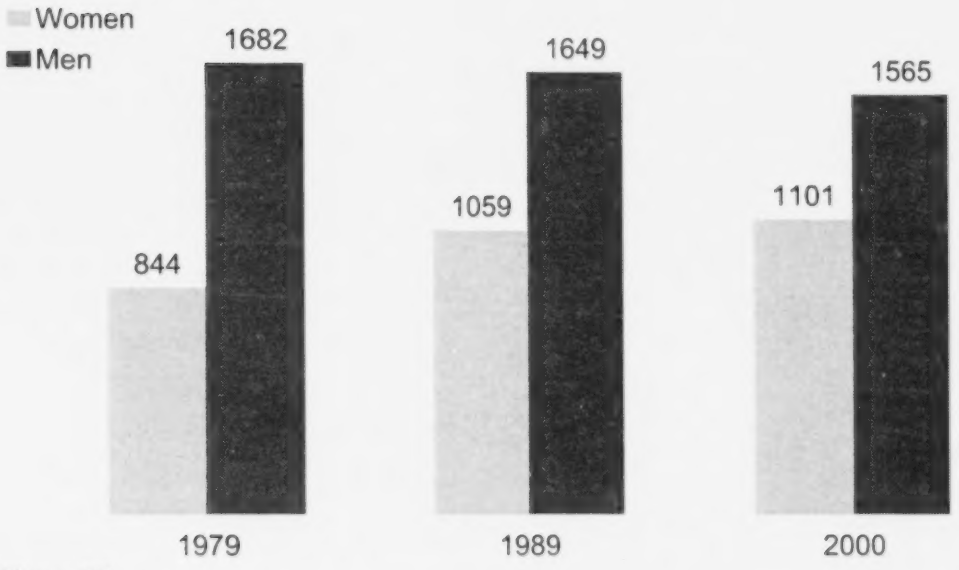


Figure 26.

- Over the course of the year 2000, Canadian women, on average, worked 1,101 hours, a 30% increase since 1979.
- In the same period of time, Canadian men's average annual work hours declined by 7%, from 1,682 hours to 1,565 hours.
- Canadian women in their prime working years (age 25-54) showed an even larger increase (39.7%) in annual work hours, from 967 hours in 1979 to 1,351 hours in 2000 while working hours for men in this age group declined by about 7% between 1979 and 2000.
- Women aged 25-54 worked 48% as many hours as men the same age in 1979 but by the year 2000, women in this age group worked 71% as many hours as their male counterparts.

How women and men get to work

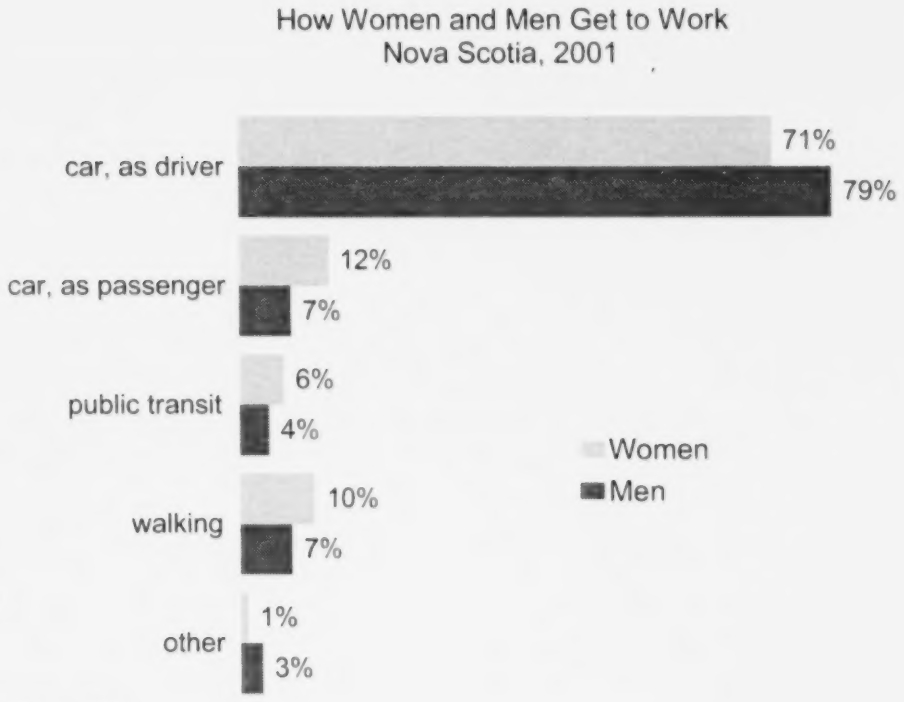


Figure 27.

- Most women and men in Nova Scotia drive a car (truck or van) to work, though men are slightly more likely to do so than women (79% versus 71%).
- Women, on the other hand, are more likely than men to get to work as a car passenger, or by taking public transit or walking.
- In the five-year period from 1996 to 2001, the number of Nova Scotian women who drove a car to work increased by 12.6% (men driving a car to work increased by 2.2%) and the number of women who walked to work increased by 10.6% (while the number of men who walked to work declined by 2.2%).

Women are increasing their numbers in some traditionally male-dominated positions[3].

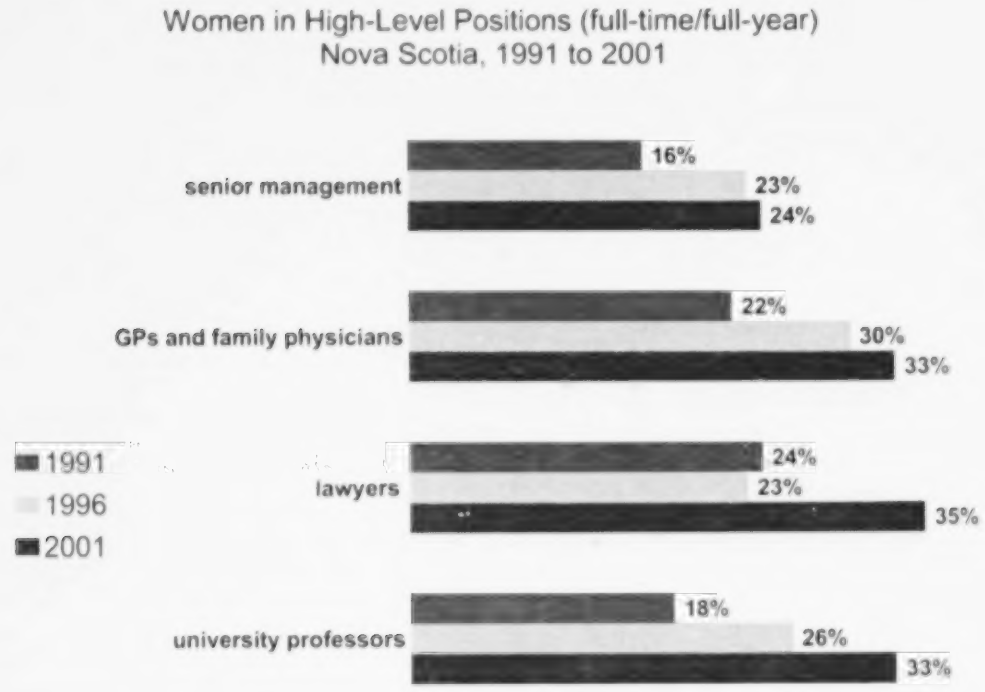


Figure 28.

- Women have shown considerable advancement in some traditionally male-dominated occupational areas.
- Women now comprise one-third of GPs/family physicians and university professors, slightly more than one-third of lawyers, and close to one-quarter of senior managers in the province.

Women in political positions

- Only 12% of MLAs in Nova Scotia's legislature are female, one of the lowest levels of female representation in the country.
- Currently there are 6 female MLAs in Nova Scotia's legislature. Since 1960, when the first woman was elected, there have been only 24 female MLAs in Nova Scotia.

Proportion of Female MLAs in Provincial and Territorial Legislatures (current to Feb. 17, 2004)

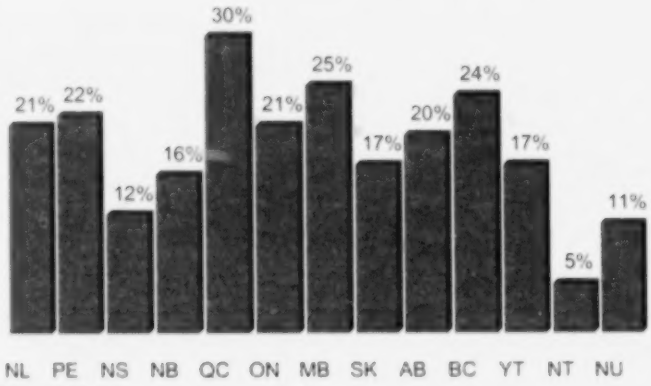


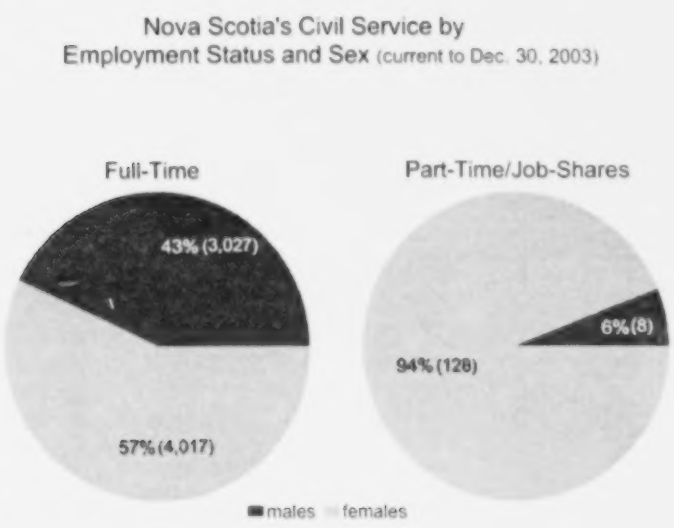
Figure 29.

Gender Composition of Government Agencies, Boards and Commissions - Nova Scotia, 1994 and 2003

Figure 30.

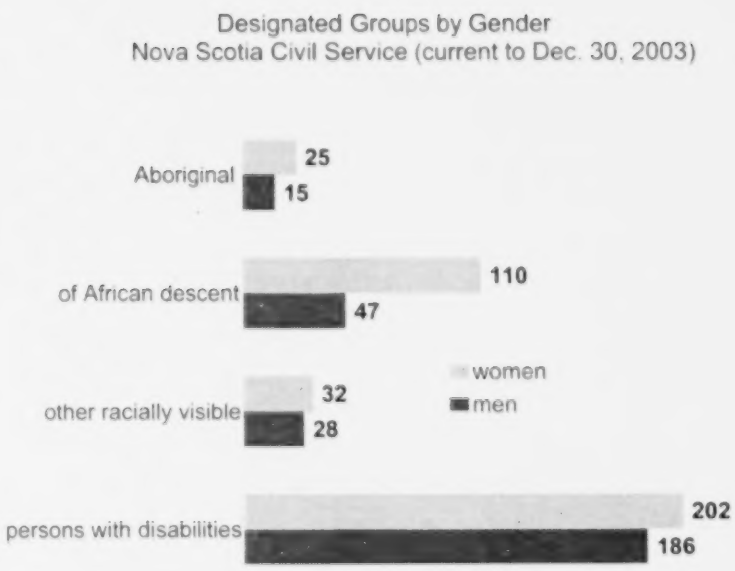
- In 2003, women comprised only 28% of all members of government agencies, boards, and commissions in Nova Scotia, down from 39% almost 10 years before.
- There were 66 women and 160 men appointed to agencies, boards, and commissions in 2003.

A look at Nova Scotia's Civil Service



- Women comprise slightly more than half (57%) of full-time civil servants and the overwhelming majority (94%) of those who work part time in Nova Scotia's civil service.

Figure 31.



- Women also comprise the majority in all four designated groups within the civil service.
- Women of African descent in the civil service outnumber men of African descent by a ratio of 2.3 to 1.

Figure 32.

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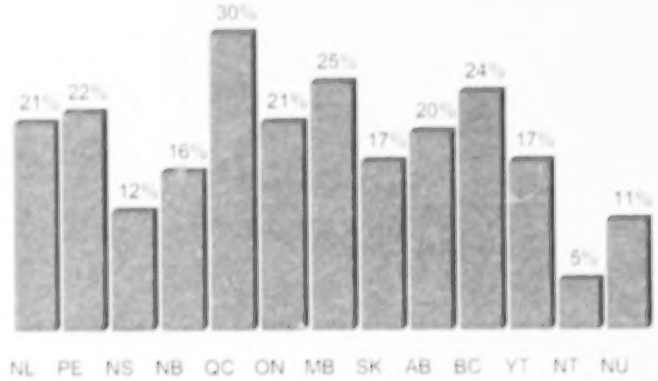

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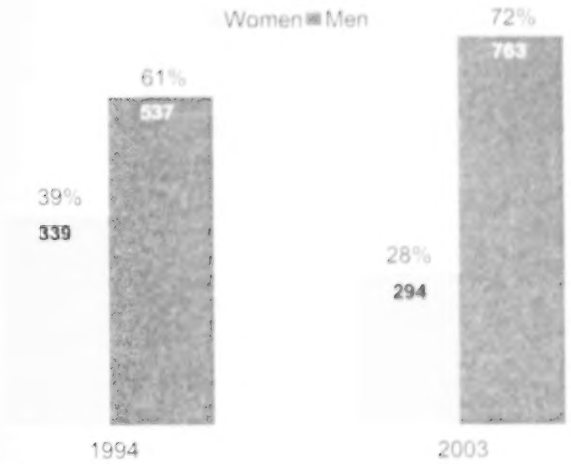

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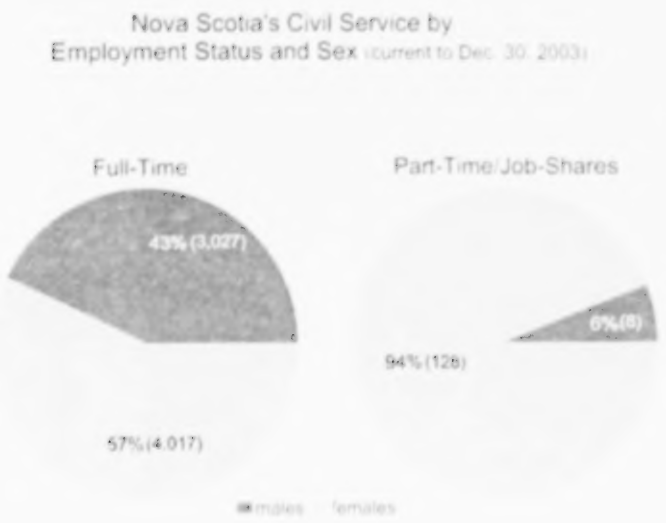
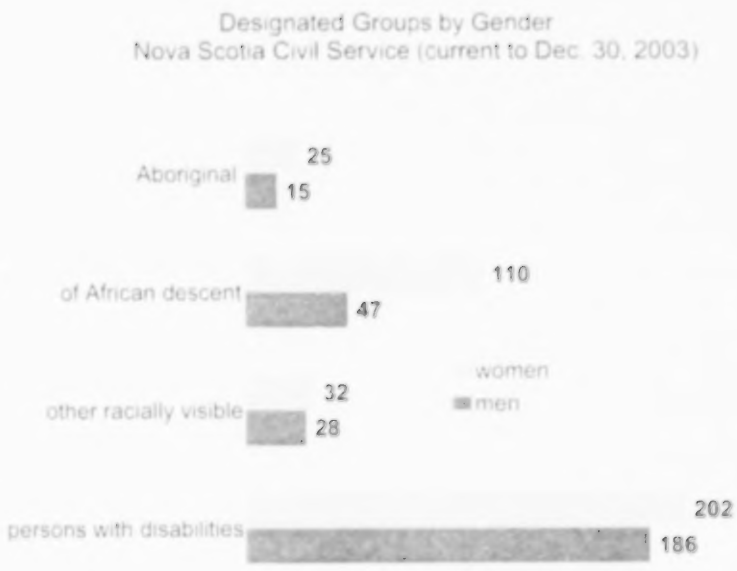


- Women comprise slightly more than half (57%) of full-time civil servants and the overwhelming majority (94%) of those who work-part time in Nova Scotia's civil service.

Figure 31.



- Women also comprise the majority in all four designated groups within the civil service.
- Women of African descent in the civil service outnumber men of African descent by a ratio of 2.3 to 1.

Figure 32.

The majority of Nova Scotian women are working in jobs which pay less than $20,000 per year.

Figure 33.

- Men are more likely than women to be working full-year, full-time and are more likely to hold high-paying jobs. When considering all workers (full-time and part-time/seasonal, etc.), 19.2% of men and only 6.2% of women have jobs which pay $50,000 per year or more.

- Women are more likely than men to have non-standard work arrangements such as part-time, seasonal, or temporary work and are more likely to hold low-paying jobs. 59.2% of all women workers compared to 40.6% of all men workers earned less than $20,000 in the year 2000.

Women who work full-time still earn substantially less, on average, than men who work full-time.

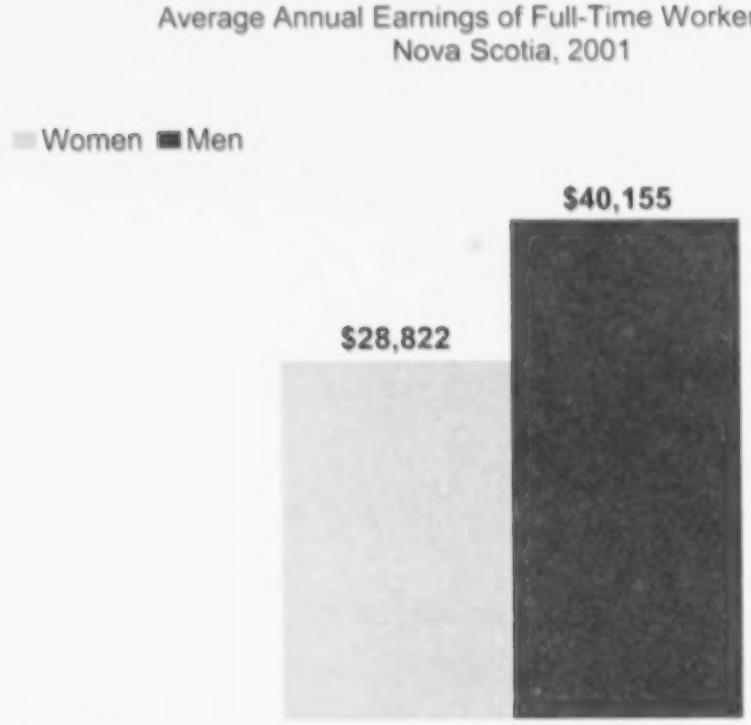


Figure 34.

- In 2001, women who were full-year, full-time paid workers in Nova Scotia earned, on average, $28,822 while their male counterparts earned, on average, $40,155.
- In 2001, women working full-time in Nova Scotia earned 71.6 cents for every dollar earned by men working full-time.
- Reasons for the difference in the earnings of women and men include the fact that a large proportion of female earners remain clustered in low-paying occupations and that women still continue to do the majority of the unpaid work in the home (see figures 37, 38, 41, & 42 in this report).

The female-to-male earnings ratio varies greatly depending on marital status.

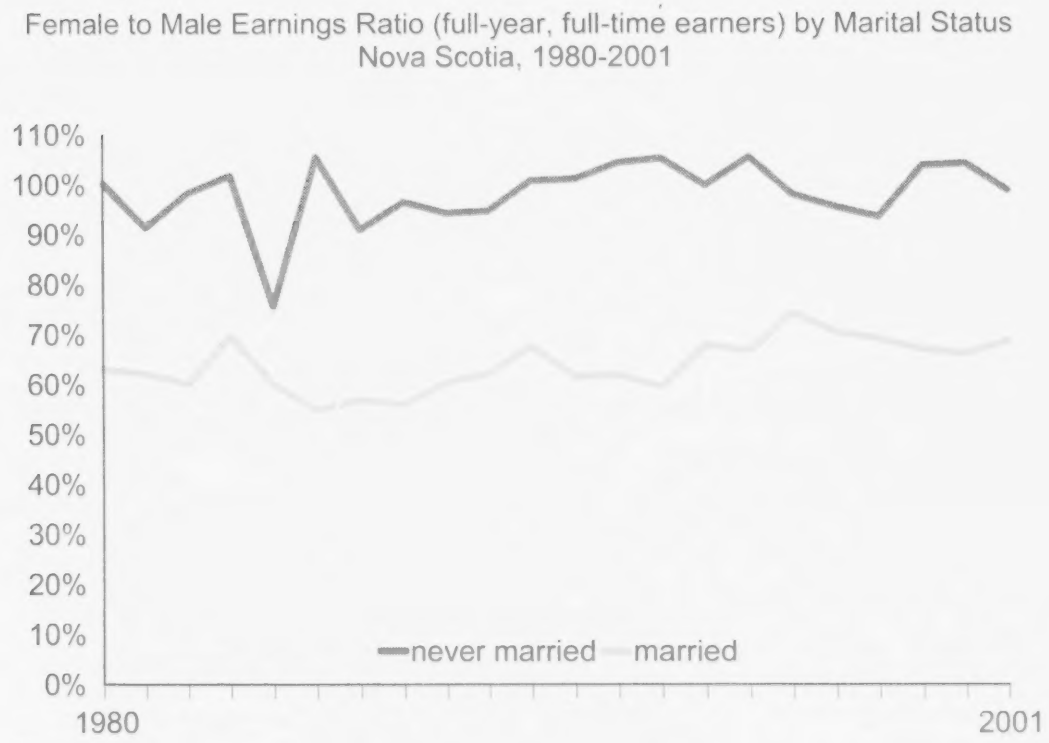


Figure 35.

- Since 1980, the female to male earnings ratio of never married persons has typically ranged from 95% to 105%.
- During the same period of time, the female to male earnings ratio for married persons has ranged from 55% to 75%.
- In 2001, there was a 30 percentage point difference between the earnings ratio of married and single persons, with single women earning 98.8% of what single men were earning and married women earning only 68.7% of their male counterparts' wages.

Women comprise over 60% of those earning less than $10 per hour in Nova Scotia.

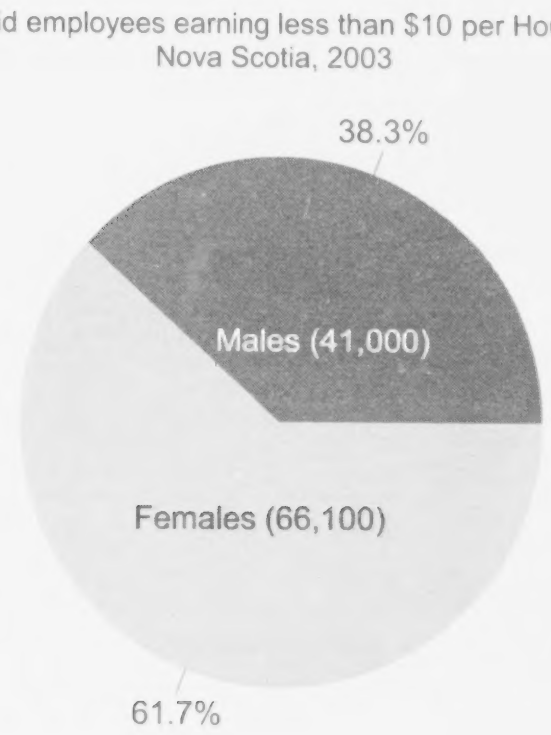


Figure 36.

- In 2003, 28% (107,100) of all paid employees in Nova Scotia were earning less than $10 per hour.
- Of these, 66,100 (61.7%) were women and 41,000 (38.3%) were men.
- 35% of all paid female employees earned less than $10 per hour in 2003, compared to 22% of all paid male employees.

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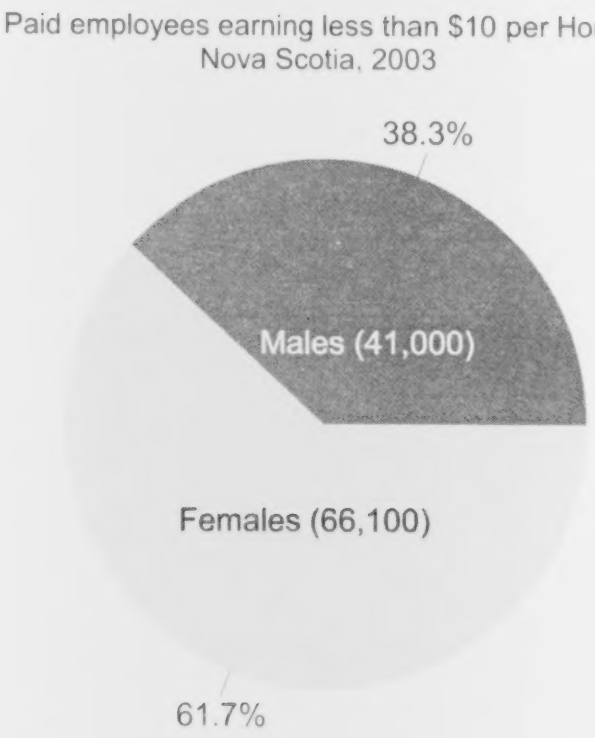

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- 35% of all paid female employees earned less than $10 per hour in 2003, compared to 22% of all paid male employees.

Ten Highest-Paying Occupations: Male and Female Participation and Earnings Full-Year, Full-Time Earners, Nova Scotia, 2000

	Number of Earners			Average 2000 Earnings $	
	Men	Women	% Women	Men	Women
Specialist Physicians	330	100	23%	$150,117	insufficient numbers
Managers in engineering, science and architecture	280	50	15%	$138,281	insufficient numbers
General Practitioners and Family Physicians	520	255	33%	$117,112	$114,126
Senior Managers - financial, communications carriers, and other business services	675	135	17%	$105,542	insufficient numbers
Dentists	175	55	24%	$111,006	insufficient numbers
Senior Managers - trade, broadcasting, and other services, n.e.c.	630	145	19%	$109,839	insufficient numbers
Managers - manufacturing	1,160	180	13%	$91,123	insufficient numbers
Senior Managers, goods production, utilities, transportation, and construction	715	90	11%	$86,830	insufficient numbers
Lawyers	805	435	35%	$89,263	$63,752
Managers - insurance, real estate, and financial brokerage	375	250	40%	$91,608	$45,006

Table 3.

- Women are under-represented in the highest-paying occupations. Women make up, at most, 40 percent of full-year, full-time earners in any one of the 10 highest-paying occupations in Nova Scotia.

Ten Lowest-Paying Occupations: Male and Female Participation and Earnings Full-Year, Full-Time Earners, Nova Scotia, 2000

	Number of Earners			Average 2000 Earnings $	
	Men	Women	% Women	Men	Women
Babysitters, nannies, and parents' helpers	40	1,060	96%	$12,207	$12,448
Service station attendants	205	125	38%	$13,183	$12,898
Food and beverage servers	250	1,245	83%	$18,380	$13,938
Cashiers	260	1,670	86%	$17,343	$15,014
Food counter attendants and kitchen helpers	485	1,570	77%	$16,811	$15,667
Maîtres d'hôtel and hosts	5	80	94%	insufficient numbers	$14,854
Artisans and craftpersons	90	175	66%	insufficient numbers	$10,994
Bartenders	300	255	46%	$20,378	$12,665
Sewing machine operators	15	220	94%	insufficient numbers	$16,669
Early childhood educators and assistants	20	980	98%	insufficient numbers	$17,482

Table 4.

- Women are over-represented in the lowest-paying occupations. Women make up between 66 percent and 98 percent of full-year, full-time earners in 8 of the 10 lowest-paying occupations in Nova Scotia.

- Despite women's overwhelming representation in these low-paying occupations, women are still earning, on average, less than their male counterparts.

Caring for Children

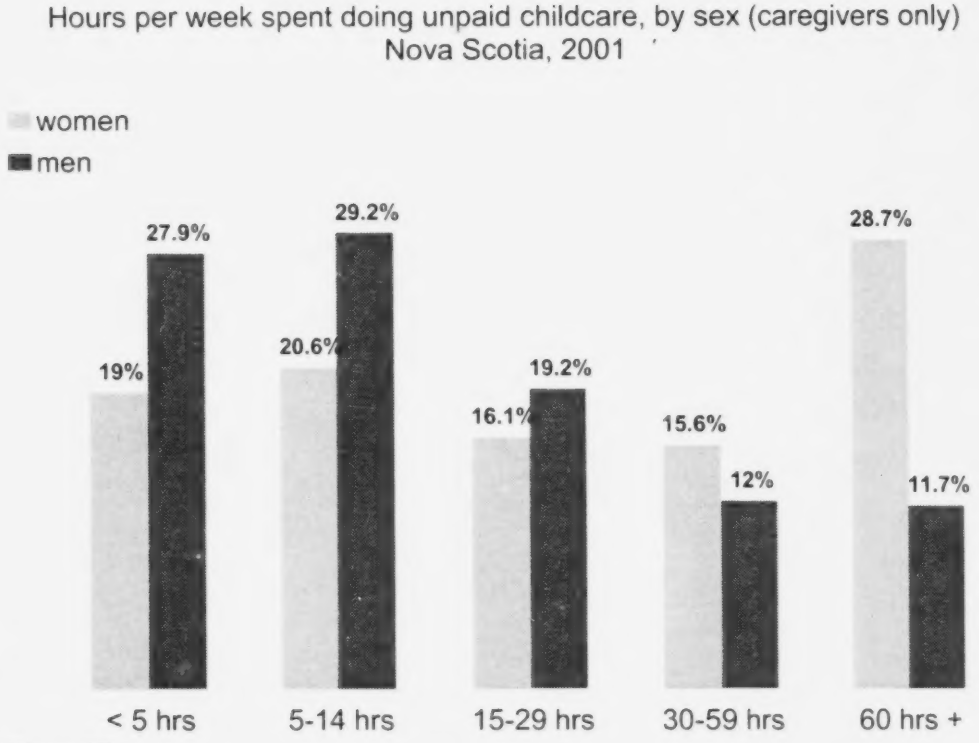


Figure 37.

- 40.4% of all Nova Scotian women and 32.6% of all Nova Scotian men spend some amount of time looking after children without pay. Of these:

  - Men are substantially more likely than women to spend small amounts of time (i.e., less than 5 hours per week or between 5 and 14 hours per week) caring for children.

  - Women, on the other hand, are almost two and a half times more likely than men to be spending more than 60 hours per week caring for children. Close to 30% of women spend more than 60 hours per week on unpaid childcare.

Women between the ages of 25 and 44 spend a great deal of time caring for children.

Hours per week spent doing unpaid childcare (caregivers only)
Women aged 25-44, Nova Scotia, 2001

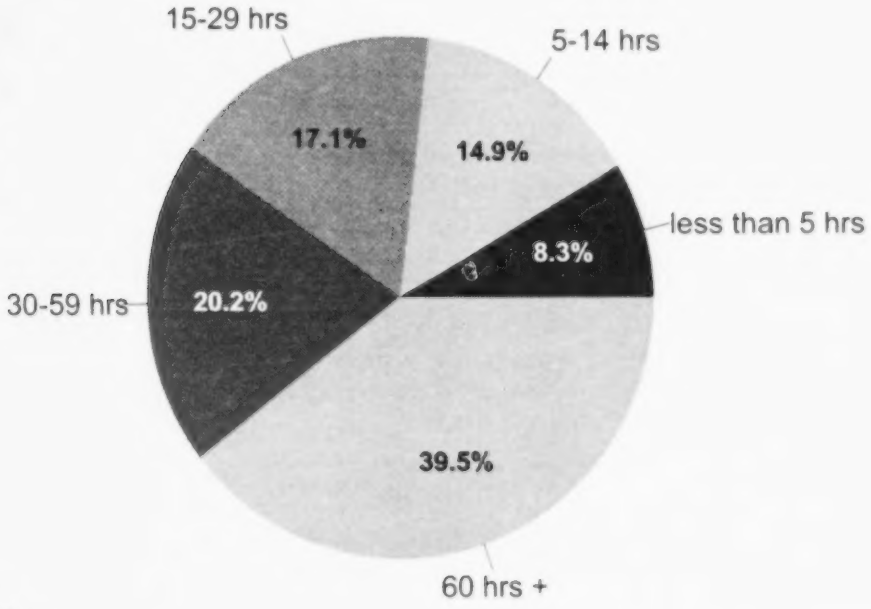
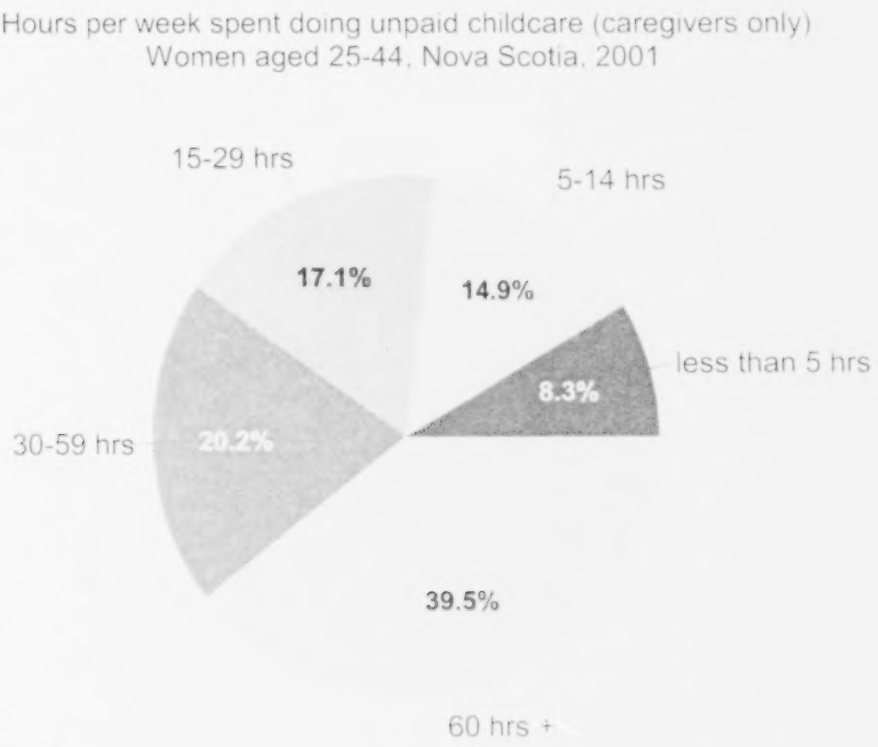


Figure 38.

- In 2001, 65 percent of all Nova Scotian women between the ages of 25 and 44 indicated that they spent some time caring for children.
- Of these, the majority (60%) were doing 30 or more hours of childcare per week and close to 40% reported that they spent more than 60 hours per week caring for children.
- Just over half (52%) of all men in this age group also indicated doing some unpaid child care. Close to 70% of these men indicated that they spent less than 30 hours per week caring for children while 15% reported that they were doing 60 or more hours per week of unpaid childcare.

Women between the ages of 25 and 44 spend a great deal of time caring for children.



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- Just over half (52%) of all men in this age group also indicated doing some unpaid child care. Close to 70% of these men indicated that they spent less than 30 hours per week caring for children while 15% reported that they were doing 60 or more hours per week of unpaid childcare.

Childcare in Nova Scotia

Need for Child Care in Nova Scotia, 2001

Age	Total children	Children with Mothers in Paid Labour Force	% of Children Needing Care
Birth to 2 years	30,000	20,000	67%
3 to 5 years	31,400	20,300	65%
6 to 12 years	80,400	56,800	71%
Total (birth to 12 years)	141,800	97,200	69%

Table 5.

- While 69% of children aged 12 and under in Nova Scotia have mothers in the paid labour force, only 8.1% (11,464) of those children have a regulated child care space (see below).
- Of those children for whom there is a regulated child care space, only 23% (2,655) are subsidized.

Percentage of children aged 0-12 for whom there is a regulated child care space, Provinces, 2001

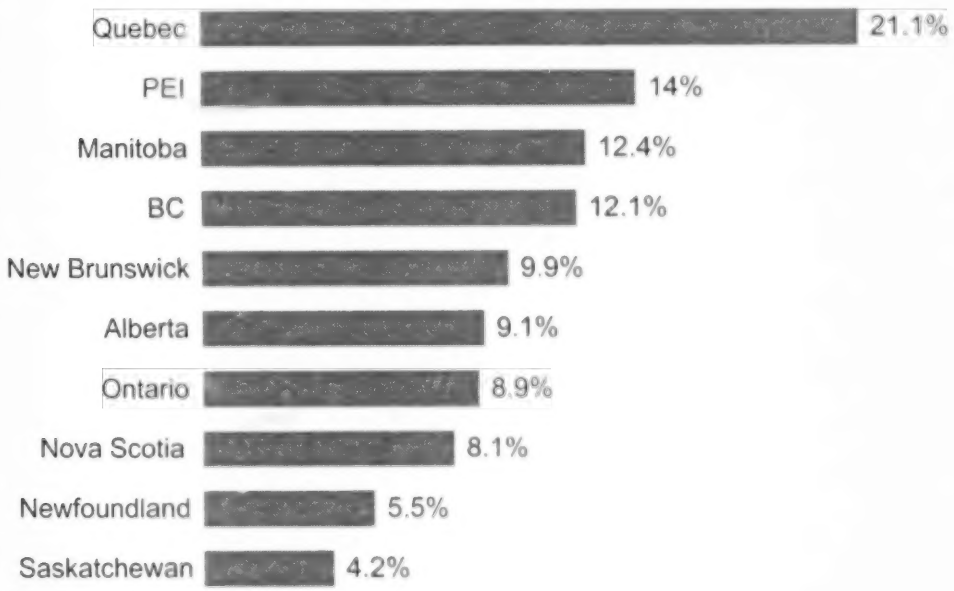

Figure 39.

Nova Scotia has the lowest per-child allocation for regulated child care in the country.

Figure 40.

- In 2001, Nova Scotia allocated a total of $12,892,278 to regulated childcare in the province.
- This means that, for each child aged 12 years and under in the province, the government allocated $91 in 2001.
- Nova Scotia has the lowest, per-child, allocation for regulated child care in the country.

Women are much more likely than men to spend significant amounts of time doing unpaid housework.

Hours per week spent doing unpaid housework, by sex
Nova Scotia, 2001

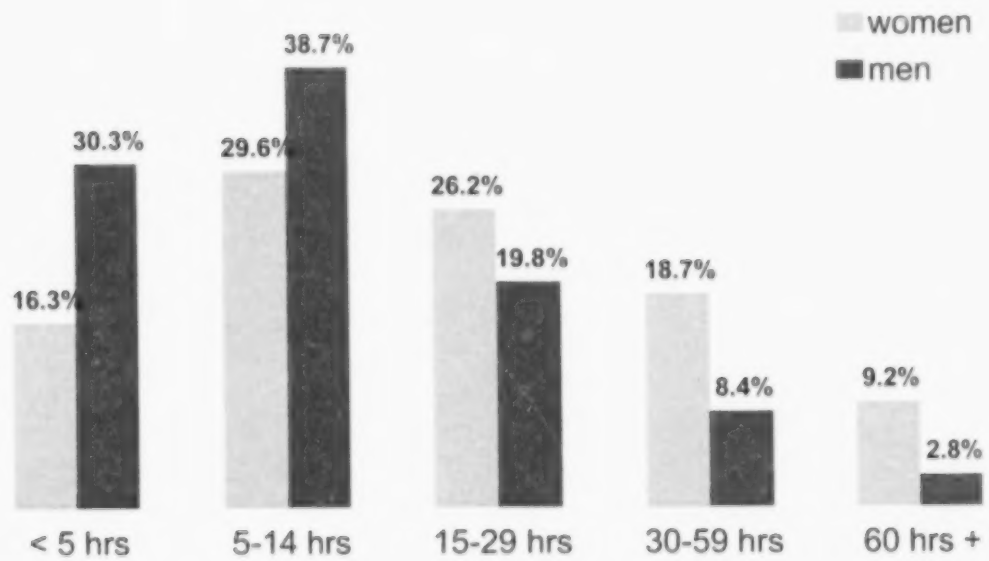

Figure 41.

- The vast majority of both women (92%) and men (86%) in Nova Scotia spend at least some time doing unpaid housework. Of these:
  - Men are substantially more likely than women to report spending small amounts of time (i.e., less than 5 hours per week or between 5 and 14 hours per week) doing unpaid housework.
  - More than half (54%) of women compared to 31% of men, spend at least 15 hours per week doing unpaid housework. Women are over three times more likely than men (9.2% versus 2.8%) to do 60 hours + of unpaid housework per week.

Caring for Seniors

Hours per week spent on unpaid care to seniors, by sex (caregivers only)
Nova Scotia, 2001

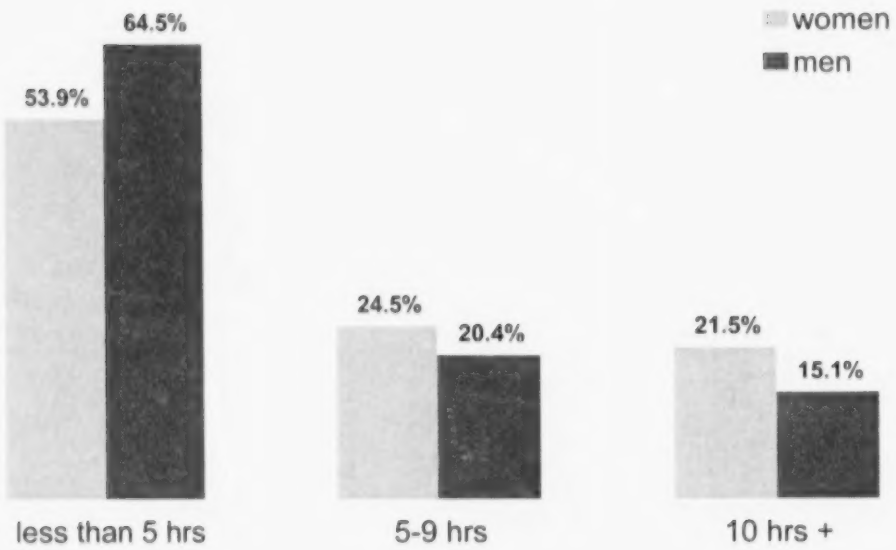

Figure 42.

- 21 percent of Nova Scotian women and 15 percent of Nova Scotian men spend some amount of time providing unpaid care or assistance to seniors. Of these:
  - Men are slightly more likely than women to provide fewer than 5 hours of care to seniors per week while women are more likely to be providing at least 10 hours of care to seniors per week.
  - Unpaid care or assistance to seniors can include time spent giving personal care to an elderly relative, helping elderly neighbours with their shopping, helping a senior get to a medical appointment, etc.

The Value of Caring Work

Women do two-thirds of the 25 billion hours of unpaid work Canadians perform every year.[4]

The average Canadian man puts in 831 hours per year of unpaid work while the average Canadian woman puts in 1,483 hours per year.[4]

Statistics Canada estimates the value of housework as equivalent to 34-to-39% of the country's gross domestic product (GDP) – about $255 billion per year.[4]

Median monthly costs for centre-based full-time child care, Nova Scotia, 2001[5]

Infants (age 0-17 months)	$565
Toddlers (age 18-36 months)	$490
Preschool (age 3-5 years)	$488
School-age (age 5-12 years)	$357

Mean gross hourly wage for centre-based child care staff (full-time), Nova Scotia, 2001[5]

Directors	$13.32
Assistant directors	$10.31
Teachers	$7.87
Special needs teacher	$9.22

Volunteering

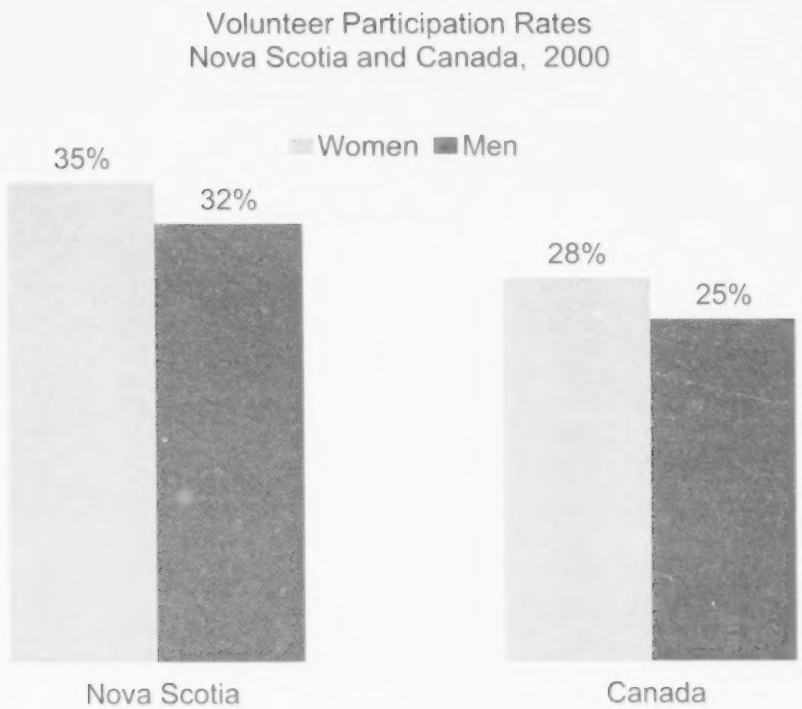

Figure 43.

- Atlantic Canadians, including Nova Scotians, volunteer at a higher rate than other Canadians.
- In 2000, 35% of Nova Scotian women and 32% of Nova Scotian men were involved in some kind of formal volunteer activity.
- There have been declines in the number of people volunteering in almost all provinces between 1997 and 2000 which has resulted in volunteers having to increase their time contributions.
- It is estimated that volunteers (formal and informal combined), contribute $2 billion to the Nova Scotian economy annually.

Sources

Figure 1.
Labour Force by Sex
Nova Scotia, 2003
Source: Statistics Canada, CANSIM, table 282-0002.

Figure 2.
Percentage of Population Aged 15 and Over Employed, by Sex
Nova Scotia, 1976-2003
Source: Statistics Canada, Labour Force Historical Review, 2003, CD-ROM 71F0004XCB.

Figure 3.
Unemployment Rates by Sex
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Source: Statistics Canada, Labour Force Historical Review, 2003, CD-ROM 71F0004XCB.

Figure 4.
Unemployment Rates by Age and Sex
Nova Scotia, 2003
Source: Statistics Canada, Labour Force Review, 2003, CD-ROM 71F0004XCB.

Figure 5.
Full-Time/Part-Time Employment by Sex
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Source: Statistics Canada, Labour Force Review, 2003, CD-ROM 71F0004XCB.

Figure 6.
Female Labour Force by Age
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Source: Statistics Canada, 2001 Census, Table # 97F0012XCB01001.

Figure 7.
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Source: Statistics Canada, Labour Force Historical Review, 2003, CD-ROM 71F0004XCB.

Figure 8.
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Source: Statistics Canada, Labour Force Historical Review, 2002, CD-ROM 71F0004XCB.

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Source: Statistics Canada, Labour Force Historical Review, 2003, CD-ROM 71F0004XCB.

Figure 10.
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Source: Statistics Canada, Labour Force Historical Review, 2003, CD-ROM 71F0004XCB

Figure 11.
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Source: Statistics Canada, 2001 Census, table number 97F0021XCB01002.

Figure 12.
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Source: Statistics Canada, 2001 Census, Table No. 97F0021XCB01004

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Nova Scotia, 2001
Source: Statistics Canada, 2001 Census, table # 97F0009XCB01042.

Figure 14.
Unemployment Rates, Immigrant Status and Gender
Nova Scotia, 2001
Source: Statistics Canada, 2001 Census, table # 97F0009XCB01042.

Figure 15.
Educational Attainment and Immigrant Status
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Source: Statistics Canada, 2001 Census, table # 97F0019XCB01002.

Figure 16.
Labour Force Participation Rates, Ethnicity and Gender
Nova Scotia, 2001
Source: Statistics Canada, 2001 Census, table # 97F0010XCB01046.

Figure 17.
Unemployment Rates, Ethnicity and Gender
Nova Scotia, 2001
Source: Statistics Canada, 2001 Census, table # 97F0010XCB01046.

Figure 18.
Educational Attainment, Ethnicity and Gender
Nova Scotia, 2001
Source: Statistics Canada, 2001 Census, table # 97F0010XCB01045.

Figure 19.
Labour Force Participation Rates,
Aboriginal Identity and Gender
Nova Scotia, 2001
Source: Statistics Canada, 2001 Census, table # 97F0011XCB01044.

Figure 20.
Unemployment Rates, Aboriginal Identity and Gender
Nova Scotia, 2001
Source: Statistics Canada, 2001 Census, table # 97F0011XCB01044.

Figure 21.
Educational Attainment and Aboriginal Identity
Women in Nova Scotia, 2001
Source: Statistics Canada, 2001 Census, table # 97F0011XCB01042.

Figure 22.
Labour Force Participation Rates of Persons with and without Disabilities
Nova Scotia, 2001
Source: 2001 PALS, from HRDC Labour Market Brief for September, 2003.

Figure 23.
Unemployment Rates of Persons with and without Disabilities
Nova Scotia, 2001
Source: 2001 PALS, from HRDC Labour Market Brief for September, 2003.

Figure 24.
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Nova Scotia, 2001
Source: Statistics Canada, Participation and Activity Limitation Survey, 2001, Catalogue no. 89-587.

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Source: Statistics Canada, Labour Force Historical Review, 2003, CD-ROM 71F0004XCB.

Figure 26.
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Source: Statistics Canada, 2003, Catalogue No. 11F0019MIE2003209.

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Source: Statistics Canada, 2001 Census

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Source: Nova Scotia Public Service Commission

Figure 32.
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Source: Nova Scotia Public Service Commission.

Figure 33.
Annual Earnings for All Employed Women and Men
Nova Scotia, 2001
Source: Statistics Canada, Income Trends in Canada, 1980-2001, Catalogue No. 13F0022XCB.

Figure 34.
Average Annual Earnings of Full-Time Workers by Sex
Nova Scotia, 2001
Source: Statistics Canada, Income Trends in Canada, 1980-2001, Catalogue No. 13F0022XCB.

Figure 35.
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Nova Scotia, 1980-2001
Source: Statistics Canada, Income Trends in Canada, 1980-2001, Catalogue No. 13F0022XCB.

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Source: Statistics Canada, Labour Force Survey, data supplied by Nova Scotia Department of Labour.

Figure 37.
Hours per Week Spent Doing Unpaid Child Care, by Sex
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Source: Statistics Canada, 2001 Census, Table No. 97F0013XCB01002.

Figure 38.
Hours per Week Spent Doing Unpaid Child Care
Women Aged 25-44, Nova Scotia, 2001
Source: Statistics Canada, 2001 Census, Table No. 97F0013XCB01002.

Figure 39.
Percentage of Children Aged 0-12 for whom there is a Regulated Child Care Space, Provinces 2001
Source: *Early Childhood Care and Education in Canada: Provinces and Territories 2001*, University of Toronto, Childcare Resource and Research Unit, 2002.

Figure 40.
Annual Provincial Allocation to Regulated Child Care for Each Child Aged 0-12 Years in the Province, 2001
Source: *Early Childhood Care and Education in Canada: Provinces and Territories 2001*, University of Toronto, Childcare Resource and Research Unit, 2002.

Figure 41.
Hours per Week Spent Doing Unpaid Housework, by Sex
Nova Scotia, 2001
Source: Statistics Canada, 2001 Census, Table No. 97F0013XCB01001.

Figure 42.
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Source: Statistics Canada, 2001 Census, Table No. 97F0013XCB01003.

Figure 43.
Volunteer Participation Rates
Nova Scotia and Canada, 2000
Source: GPI Atlantic, *The Economic Value of Civic and Volunatry Work in Atlantic Canada*, 2003 Update.

Table 1.
Occupational Distribution by Gender
Nova Scotia, 2002
Source: Statistics Canada, Labour Force Survey.

Table 2.
Percentage of Full-Year, Full-Time Female Earners in Occupational Categories
Nova Scotia, 1991 and 2001
Source: Statistics Canada, 1996, 2001 Census, Table No. 97F0019XCB01003.

Table 3.
Ten Highest-Paying Occupations: Male and Female Participation and Earnings
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Nova Scotia, 2000.
Source: Statistics Canada, 2001 Census, Table No. 97F0019XCB01003.

Table 5.
Need for Child Care in Nova Scotia, 2001
Source: *Early Childhood Care and Education in Canada: Provinces and Territories 2001*, University of Toronto, Childcare Resource and Research Unit, 2002.

Endnotes

1 Results from a longitudinal study of mothers and their children in Nova Scotia (Family Mosaic Research Project) indicate that differences in educational attainment between married and lone-parent mothers are linked to the manner in which women become lone parents. "Those mothers who became lone parents through divorce had essentially the same educational qualifications as those mothers who were continuously married throughout the time their children were growing up. By contrast, those mothers who were lone parents at the time their first child was born had much lower levels of education than did either their continuously married or divorced counterparts." Source: Dechman, Margaret (2000). *The Family Mosaic: Educational Profiles of Mothers - A Longitudinal Study of Lone-parent and Two-parent Families*. Nova Scotia Department of Community Services.

2 Age differences in the Aboriginal and non-Aboriginal populations have a considerable impact on the labour force participation rates of these groups. Because the Aboriginal population in Nova Scotia is substantially younger than the non-Aboriginal population, the proportion of Aboriginal persons who have reached retirement age (the majority of whom are no longer working and therefore not counted in the labour force), is substantially less than the proportion of non-Aboriginal persons who have reached retirement age. If one compares the labour force participation rates of Aboriginal and non-Aboriginal persons of the same age group, a somewhat different pattern emerges than is evident for the population as a whole (ie., for population aged 15 and over as per Figure 19).

Labour Force Participation Rates by Aboriginal Identity and Gender
Persons aged 25-44 years, Nova Scotia, 2001

	Aboriginal (on-reserve)	Aboriginal (off-reserve)	Non-Aboriginal
Women	61.5%	73.4%	78.5%
Men	73%	87%	90.8%

Source: Statistics Canada, 2001 Census, table # 97F0011XCB01044

As can be seen in the table above, when comparing Aboriginal and non-Aboriginal persons in the 25-44 year age range, the labour force participation rates of Aboriginal persons living off-reserve are not higher than those of non-Aboriginal persons, as is the case for the general population aged 15 and over.

For 25-44 year-olds:

- Aboriginal men and women living off-reserve have labour force participation rates that are slightly lower than non-Aboriginal men and women in the same age group.

- Aboriginal men and women living on-reserve have very low labour force participation rates compared to both Aboriginal persons living off-reserve and non-Aboriginal persons. There are more than 17 percentage points between the labour force participation rates of non-Aboriginal men and women and those of Aboriginal men and women living on-reserve.

[3] When making statistical conclusions about the population of Nova Scotia as a whole, it is important to consider its demographic make-up. In total, just over 10% of the province's female population (aged 15 and over) is made up of immigrant, Aboriginal, and racially visible women. According to the 2001 Census, 5.3% of Nova Scotia's female population is comprised of immigrant women, 1.9% are women of African descent , 1.4% are other racially visible women and 1.6% are women of Aboriginal identity. The population of Nova Scotia is comprised primarily of white, non-immigrant, non-Aboriginal and English speaking people. Statistical conclusions made about the overall population are more accurate in relation to the majority rather than to smaller groups within the population. Conclusions made about women in the overall population, therefore, may not necessarily apply to minority groups, eg., women of African descent, Francophone women, etc., with the same degree of accuracy. Care should be taken not to assume that the situation of all women in Nova Scotia is the same.

[4] Source: *The Unappreciated Value of Housework: Women's unpaid labour subsidizes the global economy*. Penney Kome, CCPA Monitor, June, 2000.

[5] Source: *Early Childhood Care and Education in Canada: Provinces and Territories 2001*, University of Toronto, Childcare Resource and Research Unit, 2002.

Technical Notes

Labour Force: Civilian non-institutional population 15 years of age and over who, during the survey reference week, were either employed or unemployed. Prior to 1966, persons aged 14 and over were covered by the survey.

Unemployment Rate: Number of unemployed persons expressed as a percentage of the labour force. The unemployment rate for a particular group (age, sex, marital status, etc.) is the number unemployed in that group expressed as a percentage of the labour force for that group.

Full-time employment consists of persons who usually work 30 hours or more per week at their main or only job.

Part-time employment consists of persons who usually work less than 30 hours per week at their main or only job.

Employment Rate: (employment/population ratio) Number of employed persons expressed as a percentage of the population 15 years of age and over. The employment rate for a particular group (age, sex, marital status, province, etc.) is the number employed in that group expressed as a percentage of the population for that group.

Labour Force Participation Rate: Total labour force expressed as a percentage of the population aged 15 years and over. The participation rate for a particular group (for example, women aged 25 years and over) is the labour force in that group expressed as a percentage of the population for that group.

Self-employed:

> **Working owners of incorporated businesses:** Working owners of an incorporated business, farm or professional practice. This group is further subdivided as follows: With paid help; Without paid help.

Working owners of unincorporated businesses and other self-employed: Working owners of a business, farm or professional practice that is not incorporated and self-employed persons who do not have a business (for example, baby-sitters, newspaper carriers). This group is further subdivided as follows: With paid help; Without paid help.

Couple families: Refers to married couples (with or without children of either or both spouses), or couples living common-law (with or without children of either or both partners) living in the same dwelling.

Lone-parent: Refers to a mother or father with no spouse or common-law partner present, living in a dwelling with one or more children.

Full-year, full-time worker: Refers to persons 15 years of age and over, excluding institutional residents, who worked 49-52 weeks, full-time for pay or in self-employment.

Female to Male Earnings Ratio: Refers to the average earnings of full-year, full-time female workers divided by the average earnings of full-year, full-time male workers.

Earnings: This includes earnings from both paid employment (wages and salaries) and self-employment.

Wages and salaries: These are gross earnings from all jobs held as an employee, before payroll deductions such as income taxes, employment insurance contributions or pension plan contributions, etc. Wages and salaries include the earnings of owners of incorporated businesses, although some amounts may instead be reported as investment income. Commission income received by salespersons as well as occasional earnings for baby-sitting, for delivering papers, for cleaning, etc. are included. Overtime pay is included.

Self-employment income: This is net self-employment income, i.e., after deduction of expenses. Negative amounts (losses) are accepted. It includes income received from self-employment on own account, in partnership in an unincorporated business, or in independent professional practice.

Racially Visible: Refers to the visible minority group to which the respondent belongs according to the 2001 Census of Canada conducted by Statistics Canada. The *Employment Equity Act* defines visible minorities as 'persons, other than Aboriginal peoples, who are non-Caucasian in race or non-white in colour'.

Statistics Canada uses the following terminology in describing the visible minority

population groups: Chinese, South Asian, Black, Filipino, Latin American, Southeast Asian, Arab, West Asian, Korean, Japanese, Visible Minority, n.i.e., Multiple Visible Minorities, and all others (including persons who self-identify as Aboriginal and those not considered to be part of a visible minority group).

For the purposes of this report, we have used the term "of African descent" rather than "Black" which is in keeping with the views of the Office of African Nova Scotian Affairs.

Aboriginal Identity: Refers to those persons who reported identifying with at least one Aboriginal group, i.e. North American Indian, Métis or Inuit , and/or those who reported being a Treaty Indian or a Registered Indian as defined by the *Indian Act* of Canada and/or who were members of an Indian Band or First Nation. In 1991 and previous censuses, Aboriginal persons were determined using the ethnic origin question (ancestry). The 1996 Census included a question on the individual's own perception of his/her Aboriginal identity. The 2001 Census question is the same as the one used in 1996.

Immigrant: Refers to persons who are, or have been, landed immigrants in Canada. A landed immigrant is a person who has been granted the right to live in Canada permanently by immigration authorities. Some immigrants have resided in Canada for a number of years, while others are recent arrivals. Most immigrants are born outside Canada, but a small number were born in Canada.

Disability: The Participation and Activity Limitation Survey (PALS) uses the World Health Organization's (WHO) framework of disability provided by the International Classification of Functioning (ICF). This framework defines disability as the relationship between body structures and functions, daily activities and social participation, while recognizing the role of environmental factors.

For the purpose of PALS, persons with disabilities are those who reported difficulties with daily living activities, or who indicated that a physical, mental condition or health problem reduced the kind or amount of activities they could do. The respondents' answers to the disability questions represent their perception of the situation and are therefore subjective.

Unpaid child care: Refers to the number of hours persons spent looking after their own children without pay. It includes hours spent providing unpaid child care for members of one's own household, for other family members outside the household, for friends or neighbours or for other family members outside the household in the week (Sunday to Saturday) prior to Census Day (May 15, 2001).

Unpaid child care does not include volunteer work for a non-profit organization, a religious organization, a charity or community group, or work without pay in the operation of a family farm, business or professional practice.

Unpaid housework: Refers to the number of hours persons spent doing unpaid housework, yard work or home maintenance in the week (Sunday to Saturday) prior to Census Day (May 15, 2001). It includes hours spent doing unpaid housework for members of one's own household, for other family members outside the household, and for friends or neighbours.

Unpaid housework does not include volunteer work for a non-profit organization, a religious organization, a charity or community group, or work without pay in the operation of a family farm, business or professional practice.

Unpaid care to seniors: Refers to the number of hours persons spent providing unpaid care or assistance to seniors of one's own household, to other senior family members outside the household, and to friends or neighbours in the week (Sunday to Saturday) prior to Census Day (May 15, 2001).

Unpaid care or assistance to seniors does not include volunteer work for a non-profit organization, religious organization, charity or community group, or work without pay in the operation of a family farm, business or professional practice.

Notes for specific Tables and Figures:

Tables 3 and 4. Note that Statistics Canada does not provide income data for sub-groups of individuals if there are fewer than 250 persons in that group. It is for this reason that "insufficient numbers" appears in the earnings columns associated with certain occupations.

Figure 14. Note that "recently immigrated" refers to persons who immigrated to Canada within the five-year period prior to the most recent Census of Canada, ie., 1996-2001. Recent immigrants, therefore, include persons who immigrated to Canada in the months immediately prior to the 2001 Census (conducted on May 15, 2001) and who would less likely be employed due to the resettlement process.

Figure 27. Note that car (as driver, and as passenger) also includes, minivans, and trucks.

Figure 36. Note that although factors like the occupational segregation of women into lower-paying jobs and differences in work experience have been put

forth as possible explanations for a portion of the wage gap, roughly one half to three-quarters of the difference between the earnings of men and women has not been explained by education, experience or family status variables.